



CABINET

Monday 16 August 2021

10.00 a.m.

**Council Chamber, Rotherham Town Hall,
Moorgate Street, Rotherham. S60 2TH**

Cabinet Members:-

Leader of the Council
Deputy Leader of the Council,
Neighbourhood Working Portfolio
Adult Social Care and Health Portfolio
Children and Young People

Corporate Services, Community Safety and Finance
Portfolio
Housing Portfolio
Jobs and the Local Economy Portfolio
Social Inclusion Portfolio
Transport and Environment Portfolio

Councillor Chris Read
Councillor Sarah Allen

Councillor David Roche
Councillor Victoria
Cusworth
Councillor Saghir Alam

Councillor Amy Brookes
Councillor Denise Lelliott
Councillor Dave Shepherd
Councillor Dominic Beck

Rotherham
Metropolitan
Borough Council 

CABINET

Venue: Council Chamber - Rotherham Town Hall, Moorgate Street, Rotherham, South Yorkshire S60 2TH

Date and Time: Monday 16 August 2021 at 10.00 a.m.

Agenda Contact Governance Unit – governance@rotherham.gov.uk

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.

A G E N D A

1. Apologies for Absence

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

2. Declarations of Interest

To invite Councillors to declare any disclosable pecuniary interests or personal interests they may have in any matter which is to be considered at this meeting, to confirm the nature of those interests and whether they intend to leave the meeting for the consideration of the item.

3. Questions from Members of the Public

To receive questions from members of the public who wish to ask a general question in respect of matters within the Council's area of responsibility or influence.

Subject to the Chair's discretion, members of the public may ask one question and one supplementary question, which should relate to the original question and answered received.

Councillors may also ask questions under this agenda item.

4. Minutes of the Previous Meeting (Pages 7 - 13)

To receive the record of proceedings of the Cabinet meeting held on 19 July 2021.

5. Exclusion of the Press and Public

Agenda Item 10 has an exempt appendix. Therefore, if necessary when considering that item, the Chair will move the following resolution:-

That under Section 100(A) 4 of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12(A) of such Act indicated, as now amended by the Local Government (Access to Information) (Variation) Order 2006.

ADULT SOCIAL CARE AND HEALTH

6. Proposals for use of the Contain Outbreak Management Fund (COMF) to aid the Council's on-going response to Covid-19 and to support recovery in the borough from the impacts of the pandemic (Pages 15 - 51)

Report from the Strategic Director of Adult Care, Housing and Public Health.

Recommendations

1. That the Cabinet consider the proposals for use of the COMF and agree in principal the areas of proposed investment and allocations.
2. That Cabinet gives delegated authority to the Director of Public Health with agreement from the Section 151 Officer to commit the unallocated COMF funding, and any underspend from approved allocations, in line with grant conditions.

7. The Location of Parkhill Lodge Residential Service. (Pages 53 - 83)

Report from the Strategic Director of Adult Care, Housing and Public Health.

Recommendations

1. That Cabinet agree to a six week consultation with service users and their families on the proposal to continue to provide the Parkhill residential service from Lord Hardy Court in the medium term, due to the ongoing COVID infection control risks and overall condition of the building.
2. That the outcome of the consultation and any subsequent recommendations be brought back to Cabinet in November 2021.

CHILDREN AND YOUNG PEOPLE

8. Pathway to Care Policy (Pages 85 - 111)

Report from the Strategic Director of Children and Young People's Services.

Recommendation

That the amendments to the policy are agreed, which clarifies that the policy also applies to council homes.

CORPORATE SERVICES, COMMUNITY SAFETY AND FINANCE

9. Domestic Abuse - New Duties Funding Allocation (Pages 113 - 137)

Report of the Strategic Director of Regeneration and Environment

Recommendations

1. Cabinet note the extent of existing provision
2. Cabinet approves the funding proposals outlined in section 2.2
3. Cabinet delegates decision-making for the remaining underspend (£134,000) to the Strategic Director for Regeneration and Environment, in consultation with the Cabinet Member and local Domestic Abuse Partnership Board.

HOUSING

10. Sale of HRA Land - Eldertree Road Garage Site (Pages 139 - 165)

Report from the Strategic Director of Adult Care, Housing and Public Health.

Recommendations

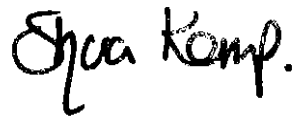
1. That the principle of selling the Council-owned Eldertree garage site to CADAM Construction Ltd, in order to enable residential development on an adjacent privately owned site, be approved.
2. That authority be delegated to the Assistant Director of Planning, Regeneration and Transport to agree the terms for the sale, in consultation with the Council's Section 151 Officer and subject to any conditions imposed by Planning.
3. That authority to negotiate and complete the legal documentation to give effect to the Cabinet's decision, be delegated to the Council's Head of Legal Services.

11. Recommendations from Overview and Scrutiny Management Board

No items from this agenda were selected for pre-decision scrutiny.

12. Date and Time of Next Meeting

The next meeting of the Cabinet will be held on Monday 20 September commencing at 10.00am in 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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THE CABINET
Monday 19 July 2021

Present:- Councillor Read (in the Chair); Councillors Alam, Allen, Beck, Brookes and Roche.

Apologies for absence were received from Councillors Clark, Cusworth, Lelliott and Sheppard.

17. DECLARATIONS OF INTEREST

There were no declarations of interest.

18. QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no members of the public present at the meeting and no questions submitted in writing.

19. MINUTES OF THE PREVIOUS MEETING

Further to Minute 3, it was advised prior to the meeting that Cabinet would formally respond to the recommendations from the Overview and Scrutiny Management Board Working Group review on building use at the September 2021 meeting.

RESOLVED: -

That the minutes of the previous meeting of the Cabinet held on 21 June 2021 be approved as a true and correct record of the proceedings.

20. EXCLUSION OF THE PRESS AND PUBLIC

The Chair advised that Appendix 1 to Minute 25 was exempt by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972. However, the Appendix was not discussed during the meeting and as such, the meeting remained open to the press and public throughout.

21. TREASURY MANAGEMENT OUTTURN 2020/21

Consideration was given to the Annual Treasury Management report, which was submitted to review the treasury activity for 2020/21 against the strategy agreed at the start of the year. The report also covered the actual Prudential Indicators for 20/21 in accordance with the requirements of the Prudential Code. The report meets the requirements of both the CIPFA Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities. The Council is required to comply with both Codes through Regulations issued under the Local Government Act 2003.

Furthermore, the Council received an Annual Treasury Strategy report in advance of the 2020/21 financial year at its meeting on 26th February 2020, and Audit Committee received a mid-year report at its meeting on 19 January 2021, representing a mid-year review of treasury activity during 2020/21.

The Council's treasury management functions had been operating within unprecedented times of uncertainty due to the exit from the EU and the financial pressures and overall effect of COVID-19. It was expected that the impacts were due to last for several years. However, the Council had been able to manage cashflow levels for the majority of the financial year without significant difficulty.

Resolved:-

- (1) That the Treasury Management Prudential Indicators outturn position as set out in Section 3 and Appendix 1 be noted; and
- (2) That the report be forwarded to the Audit Committee for information.

22. FINANCIAL OUTTURN 2020/21

Consideration was given to a report which outlined the final revenue and capital outturn position for 2020/21. It was reported that the Revenue Budget 2020/21 was approved by Council on 26 February 2020. A budget of £233.3m was set for General Fund services, which excluded schools budgets and Housing Revenue Account (HRA). The final outturn position was an underspend against budget of £6.1m following the mitigating actions taken to manage the financial impacts of COVID-19. It incorporated the late receipt of £2m of Government support towards costs associated with Operation Stovewood and after a proposed transfer of £2m to create a new Children and Young Peoples Services Social Care Reserve. The mitigation actions included the application of Government's provision of £18.9m emergency funding to support the COVID-19 response and cost implications of this, the submission of compensation claims totalling £4.8m relating to the adverse impact of COVID-19 on Sales, Fees and Charges income and the use in 2020/21 of £5.2m from the Control Outbreak Management Fund (COMF.) Without the grant funding streams, the Council's financial outturn would have been a £22.8m overspend.

The report suggested a prudent use of the remaining underspend following its transfer to the Council's reserves. From this underspend, an allocation of £2m was to be earmarked for a COVID-19 Recovery Fund in order to support local residents throughout the remainder of the pandemic. A report would be brought back to Cabinet later in the year setting out how the fund would be utilised. A further £2.4m was to be earmarked to support the budget gap within the Council's Medium Term Financial Strategy for 2022/23. The remaining £1.7m would be held within the Council's Budget Contingency Reserve as per the approved strategy and recommendations within the Council's Budget and Council Tax

Report 2021/22.

The Housing Revenue Account had an underspend of £2.8m. However, the revenue contribution to capital outlay was increased by £0.2m. Therefore, the net budgeted use of HRA reserves reduced by £2.6m.

The Capital outturn shows slippages and underspend of £44.6m against the estimated spend for 2020/21 included within the Capital Programme. The pandemic had significantly impacted the delivery of a number of schemes, in the main due to COVID-19 restrictions impacting how works are undertaken.

It was noted that the report had been submitted to the Overview and Scrutiny Management Board for pre-decision scrutiny on 14th July 2021, where Members had supported the recommendations in the report.

Resolved:-

- (1) That the revenue outturn position be noted.
- (2) That the budgeted transfer from HRA reserves was reduced by £2.6m following the HRA revenue and capital outturn positions be noted.
- (3) That the carry forward of the combined schools balance of £3.066m in accordance with the Department for Education regulations be noted.
- (4) That the reserves position set out in section 2.44 be noted.
- (5) That the capital outturn and funding position as set out in sections 2.54 to 2.75 be noted.
- (6) That the report be referred to Council for information and for approval of the updated Capital Programme as set out in paragraphs 2.76 and 2.79 and Appendices A to D of this report.
- (7) That the transfer of £2m of Council funding into a newly created Children's and Young People's Services Social Care Reserve to support current and future pressures, be approved.
- (8) That the transfer of £4.4m of Council funding into the Budget Strategy Reserve, with £2m earmarked for a Covid Recovery Fund with specific use delegated to Cabinet, and £2.4m earmarked to support the MTFS budget gap for 2022/23, be approved.

23. MAY 2021/22 FINANCIAL MONITORING

Consideration was given to the report which set out the financial position as at the end of May 2021 and was based on the actual costs and income for the first two months of 2021/22 and forecast for the remainder of the financial year.

Members noted that financial performance was a key element within the assessment of the Council's overall performance framework and was essential to achievement of the objectives within the Council's Policy Agenda. The report was the first in a series of monitoring reports for the 2021/22 financial year which would continue to be brought forward to

Cabinet on a regular basis.

As at May 2021, the Council expected to deliver the overall outturn within budget for the financial year 2021/22. However, it was noted that the longer term impacts of COVID-19, extended restrictions and the pace at which services could return to normal was unknown.

It was noted that the report had been submitted to the Overview and Scrutiny Management Board for pre-decision scrutiny on 14th July 2021, where Members had supported the recommendations in the report. OSMB had also requested that a report be presented at a future meeting of the Board that details how the changes that have been made to how the Council operates and provides services as a result of the pandemic have informed budget management procedures, and whether these changes to how the Council operates have highlighted any new opportunities where future budget savings could potentially be made. The Board also requested that information on the budget processes and on the assumptions used to determine staffing budgets across all directorates be circulated to members of OSMB.

Resolved:-

- (1) That the current General Fund Revenue Budget forecast of a balanced budget be noted.
- (2) That it be noted that actions will continue to be taken to ensure that a balanced financial outturn is delivered.
- (3) That the Capital Programme update be noted.
- (4) That the use of the additional Local Support Grant, as detailed in section 2.45, and the use of unringfenced COVID grants to cover the estimated overspend of £50k, be noted.
- (5) That authority for the management and delivery of the extended Infection Control and Testing Funding is delegated to the Strategic Director of Adult Care, Housing and Public Health.
- (6) That a report be presented at a future meeting of the Overview and Scrutiny Management Board that details how the changes that have been made to how the Council operates and provides services as a result of the pandemic have informed budget management procedures, and whether these changes to how the Council operates have highlighted any new opportunities where future budget savings could potentially be made.
- (7) That information on the budget processes and on the assumptions used to determine staffing budgets across all directorates be circulated to members of OSMB.

24. NEW APPLICATIONS FOR BUSINESS RATES RELIEF

Two applications had been submitted requesting Discretionary Business Rate Relief. The applications related to Food Aware CIC and Kiveton Park & Wales Community Development Trust. Both applications were in line

with the Council's Business Rates Discretionary Relief Policy and it was recommended that the award for relief be granted to both organisations.

Food Aware CIC was a not for profit social enterprise which redistributed surplus/donated food and other items such as cleaning materials, clothes, toys and furniture to local community groups. Throughout the pandemic, the organisation estimated it had seen operations at the Hellaby site increase 1000%.

Kiveton Park and Wales Community Development Trust is a charity that aims to improve the lives of the local community in terms of health, education, employment and environment through services such as a food bank, sports facilities and a community hub.

Resolved:-

That Cabinet approve the applications for Discretionary Business Rates Relief for Food Aware CIC and Kiveton Park & Wales Community Development Trust in accordance with the details set out in Section 6 of the report for the 2020/21 and 2021/22 financial years.

25. NEW APPLICATION FOR BUSINESS RATES HARDSHIP RELIEF

The Council had received an application for Business Rates Hardship Relief that met the Council's qualifying criteria. Granting the relief would assist the organisation through a difficult period and it was considered that the loss of the vital service, should support not be provided, would have a significant impact on the more vulnerable communities in the borough.

The details of the organisation were exempt under Paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972 as to disclose the applicant's business financial information could jeopardise the reputation of the business and place competitors at an unfair advantage. The details were available to Cabinet Members in exempt Appendix 1 to the report.

Resolved:-

That the application for Hardship Relief be approved.

26. LOCAL PLAN: ADOPTION OF HERITAGE AT RISK STRATEGY AND REGISTER

Consideration was given to the report which presented the Heritage at Risk Strategy and Heritage Register. The Strategy set out the actions which the Council would take to reduce the number of assets at risk and achieve the repair and restoration of assets which would otherwise be lost. The Council would work where possible with owners of the heritage assets but the strategy also identifies actions which may be taken where this cannot be achieved.

Approval was also sought for the current Heritage at Risk Register which identifies assets which are at risk of further deterioration and loss. The Register was a live document which would be kept updated.

If Cabinet were to approve the Strategy and Register, the documents would be available for a 6 week consultation period. Should any significant changes be needed following the consultation, the document would be brought back to Cabinet for consideration however this was not expected.

It was confirmed that the Council would work with the South Yorkshire Joint Committee on Archaeology when required in relation to heritage assets.

It was noted that the report had been submitted to the Overview and Scrutiny Management Board for pre-decision scrutiny on 14th July 2021, where Members had supported the recommendations in the report.

Resolved:-

- (1) Subject to the completion of a 6-week period of consultation with key stakeholders that Cabinet approves the adoption of the Heritage at Risk Strategy at Appendix 4. Should any significant changes arise from the consultation these are to be reported back to Cabinet in due course.
- (2) Subject to the completion of a 6-week period of consultation with key stakeholders that Cabinet approves the current Heritage at Risk Register at Appendix 5 and notes that it will be subject to future updates. Should any significant changes arise from the consultation these are to be reported back to Cabinet in due course.
- (3) That Cabinet approve delegation to the Strategic Director for Regeneration and Environment, in consultation with the Cabinet Member for Jobs and the Local Economy, to update the Risk Register as and when new buildings become at risk or works to remove the risk have been undertaken.
- (4) That Cabinet approves the use of the Heritage at Risk Register to inform prioritising actions and resources to address the potential deterioration and loss of heritage assets.

27. TRANSPORT CAPITAL PROGRAMME AND NEIGHBOURHOOD ROAD SAFETY PROGRAMME MID -YEAR SCHEME APPROVALS

Consideration was given to the report which was further to reports in December 2020 and March 2021 to approve the current year transport programme additional schemes which had been identified for delivery during 2021/22.

The Neighbourhood Road Safety Programme was a 3-year programme with a fixed budget ceiling. 2021/22 was the final year of the programme

and it was expected that the full budget will have been utilised if Cabinet approved the schemes are set out in Appendix 2. There were 7 schemes proposed for delivery: Duke of Norfolk Estate; Boston Castle Grove; Hellaby Village; Ravenfield Lane; The Green, Whiston; Poplar Avenue/Pingles Crescent and Ivanhoe Avenue, Kiveton Park. The Schemes had been identified following invitation of requests from Ward Councillors in July 2020 and had undergone assessment for feasibility.

Resolved:-

That Cabinet approves the Neighbourhood Road Safety Schemes listed in Appendix 2 for delivery in 2021-22 and delegates the decision on any necessary changes to the programme to the Strategic Director for Regeneration and Environment in consultation with the Cabinet Member for Transport and Environment.

28. RECOMMENDATIONS FROM OVERVIEW AND SCRUTINY MANAGEMENT BOARD

Consideration was given to the circulated report, the contents of which were included as part of the relevant items and the details included accordingly.

29. DATE AND TIME OF NEXT MEETING

Resolved:-

That the next meeting of the Cabinet be held on Monday 16 August 2021 commencing at 10.00am in Rotherham Town Hall.

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Committee Name and Date of Committee Meeting

Cabinet – 16 August 2021

Report Title

Proposals for use of the Contain Outbreak Management Fund (COMF) to aid the Council's on-going response to Covid-19 and to support recovery in the borough from the impacts of the pandemic

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

Yes

Strategic Director Approving Submission of the Report

Anne Marie Lubanski, Strategic Director of Adult Care, Housing and Public Health

Report Author(s)

Ben Anderson, Director of Public Health

ben.anderson@rotherham.gov.uk

Nathan Atkinson, Assistant Director, Strategic Commissioning

nathan.atkinson@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

Rotherham has been eligible for payments from the Contain Outbreak Management Fund (COMF) to support proactive containment and intervention measures since October 2020.

To date £5.177m had been spent against the COMF in 2020/21 with £3.469m of unspent 2020/21 COMF funding carried forward for use in 2021/22. Of this, £2.241m is committed and £1.228m remains uncommitted. An additional £2.129m of COMF funding has been allocated for 2021/22 meaning the total uncommitted COMF for 2021/22 is £3.357m. The money is to continue to help reduce the spread of coronavirus (Covid-19) and support public health activities with the latter being left to the judgement of Local Authorities in conjunction with their Director of Public Health.

Commitments already made ensure that Rotherham's Covid-19 Response functions are in place until March 2022, by which time it is expected that the workload and capacity required will reduce unless there is another significant Variant of Concern.

The paper set out the proposals for the remaining unallocated spend and the reasons for the proposals.

Recommendations

1. That the Cabinet consider the proposals for use of the COMF and agree in principal the areas of proposed investment and allocations.
2. That Cabinet gives delegated authority to the Director of Public Health with agreement from the Section 151 Officer to commit the unallocated COMF funding, and any underspend from approved allocations, in line with grant conditions.

List of Appendices Included

Appendix 1 - Equality Screening Assessment

Appendix 2 - Equality Analysis

Appendix 3 - Carbon Impact Assessment

Background Papers

None

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

Yes

Exempt from the Press and Public

No

Proposals for use of the Contain Outbreak Management Fund (COMF) to aid the Council's on-going response to Covid-19 and to support recovery in the borough from the impacts of the pandemic

1. Background

- 1.1 The Council released its Outbreak Control Plan in June 2020 (which has now been superseded by a replacement, the Local Outbreak Management Plan), which set out the overall approach to containing the Covid-19 pandemic. Following the move to Local Covid-19 Alert Levels, as of 12 October 2020, local authorities were eligible for payments from the Contain Outbreak Management Fund (COMF) to support proactive containment and intervention measures. Though local alert levels were removed by Government and replaced with the national roadmap published on 22nd February, the COMF has been retained as the payment mechanism to support local authorities with Covid-19 related activity.
- 1.2 £5.177m of spend has been incurred in 2020/21 against the COMF. £3.469m of the 2020/21 allocation is available in 2021/22, of which £2.241m (based on the July forecast) is committed to fund the Test and Trace team (this includes staff for the Community Hub, Communications, Public Health Specialists and Compliance) through to March 2022. This leaves £1.228m of the 2020/21 COMF funding which is uncommitted.
- 1.3 The COMF 2021/22 funding has been confirmed at £2.129m for the Council bringing the total uncommitted COMF available for use in 2021/22 to £3.357m. Further funding and reporting requirements in 2021/22 are still to be confirmed by DHSC
- 1.4 The COMF remains ring-fenced for public health purposes, with the 2021/22 COMF Guidance stating that it is *"to continue to help reduce the spread of coronavirus and support public health activities"*. The specific public health activities that can be funded are *"left to the judgement of Local Authorities in conjunction with their Directors of Public Health"*. *"Provision of this further funding is contingent on Local Authorities having completed and returned all monitoring forms for the COMF for the Financial Year 2020/21. Monthly monitoring forms will be required during the Financial Year 2021/22."*
- 1.5 With commitments already in place to support the focus on reducing the spread of the virus in Rotherham through the Test and Trace team (up to 31st March 2022), this paper sets out the wider public health impacts of the pandemic in Rotherham, proposals for activities to mitigate these impacts and enhance the borough's recovery through the remainder of 2021/22. The funding will assist with the required community led recovery, address emerging needs and enable the enhancement and acceleration of core work programmes in response to the pandemic and its impacts.

2. Key Issues

- 2.1 The pandemic has had a significant impact upon Rotherham. Up to 21st June 2021 Rotherham had seen 22,030 positive Covid-19 cases recorded with 836 deaths occurring where Covid-19 was recorded on the death certificate (754 residents' deaths recorded within 28 days of a positive test). The Rotherham Foundation NHS Trust has treated 2592 patients with 579 Covid-19 deaths occurring to Rotherham residents in the hospital.

- 2.2 Whilst significant, it is not just the cases and deaths that have had an impact on Rotherham. During the height of the pandemic 18,128 residents (7% of the population) were identified as being Clinically Extremely Vulnerable and advised to shield. This population cohort had specific vulnerabilities that gave them a raised risk of poor outcomes should they contract Covid-19 and was predominantly made up of elderly residents. This group alongside Care Home residents endured significant restrictions in their social contact and movements through much of the pandemic which itself impacted their mobility, conditioning and confidence. For those with dementia reduced stimulation may also have led to accelerated decline in memory and cognitive function.
- 2.3 It is not just the elderly and vulnerable who have been affected during the pandemic. For every case there have been contacts who have been required to isolate with resultant impacts on their dependents, carers, employers and schools. For the families and friends of those hospitalised and those who have died during the pandemic Covid-19 has further impacted their experience by limiting the contact they could have during any illness and the ability to grieve.
- 2.4 For those residents not directly or indirectly affected by Covid-19 infection, all have been affected in some way by the necessary measures put in place to control transmission. During the lockdowns and Tiering restrictions that were imposed, many people have found themselves isolated and with reduced contact with friends, family and services.
- 2.5 The closing of certain sectors of the economy has meant furlough for a significant number of residents, unemployment or loss of livelihood, all bringing with them reduced incomes and impacts on family budgets. For many those impacts will not yet be felt in full, with protections through furlough and until recently, the stay on evictions meaning the full impacts are still to come both for individuals and the wider economy.
- 2.6 There has also been a significant impact on children and young people with the closure of schools during the lockdowns. The first lockdown covered 60 school days during which schools were only open for key worker and vulnerable children. Whilst many schools worked hard to adapt delivery it took time to put in place alternative teaching and to develop a remote learning offer. The second lockdown saw a further 35 days of face to face schooling lost, this time with a fuller remote learning option for those not attending as key worker or vulnerable children. Disruption to learning also occurred while schools were open with 83 Incident Management Teams being held for school outbreaks in Rotherham since September 2020. During the pandemic period over 24,000 instances of a pupil being required to isolate for 10 days occurred with some pupils being required to isolate multiple times. We know that the impact of school closures and isolation has exacerbated existing inequalities with children from poorer backgrounds being impacted more. Children in transition and exam years also saw a disproportionate impact.
- 2.7 For children and young people, the pandemic has not just had an academic impact. They have also missed out on social and emotional development during periods of isolation and through restrictions on their usual activities. Children have missed out on the stimulation and development provided by play groups, children's centres, sports and youth clubs and school based extra-curricular activities as well as missing out on the usual cultural and leisure activities available outside of the pandemic.

- 2.8 The economic impacts of the pandemic have not just affected individuals but have affected whole sectors of the economy. The hospitality industry and night-time economy have been particularly hard hit along with leisure and tourism, the arts and the voluntary sector. Despite furlough and business support grants some businesses and organisations will not re-open. Others will remain sustainable in the long-term but may have had to take on debts which will impact profitability for years to come.
- 2.9 Under the Coronavirus Job Retention Scheme there were 43,900 cumulative employees on furlough in Rotherham as of May 2021.
- 2.10 The Rotherham Community Hub was established to provide support to residents who had in any way been impacted by the pandemic. Since March 2020, 444 residents have requested support with financial hardship caused by the Covid outbreak. Although this is only around 7% of the total support requests received, it should be noted that a further 1,574 households have requested Emergency Food Parcels which may indicate underlying financial issues
- 2.11 During May 2021, Citizens Advice Rotherham dealt with the following enquiries:
- 150 Benefits Advice cases – the majority being new Universal Credit (UC) claims, along with appeals and supporting clients whose income has dropped as a consequence of Covid-19. The biggest challenge they are now facing is the potential impact of the loss of the £20 UC uplift and the difficulties that will cause on UC claimant's budgets.
 - 60 Debt Advice cases - this figure is for people supported to prevent evictions specifically and includes negotiating on rent and mortgage arrears repayments which, if successful, prevents eviction action
 - 25 Employment Law Advice cases - this includes clients that are being unfairly selected for redundancy, as well as people seeking advice on their rights around zero-hour contracts. Citizens Advice are now seeing an increase in cases where clients need help with furlough issues, particularly where the furlough period is being ended early or they are expected to return to work on changed employment terms and conditions.
- 2.12 Feedback from Citizens Advice Rotherham suggests that there will be a surge in workload for welfare rights and debt advice due to the pandemic and that:
- the biggest demand for support will be Welfare Rights, as people who have been furloughed subsequently find themselves out of work
 - the next biggest demand will be for Employment law advice as people are unfairly made redundant or dismissed from their jobs
 - and this will be linked to a demand for people seeking support to find work through assistance with job applications, developing CVs and looking for experience through volunteering if no suitable work is available.
 - the Citizens Advice debt team is at full capacity already and it is expected that there will be an influx of further people in debt, who were servicing their debts while on furlough.

3. Options considered and recommended proposal

- 3.1 The Council built a Test and Trace function during 2020/21 under the direction of the Director of Public Health and sitting in the Adult Care, Housing and Public Health Directorate. This function, referred to as the Covid-19 Team, manage the response elements of the pandemic in accordance with the Local Outbreak Management Plan. This includes:

- Contact Tracing - under the Local Zero programme, the Council is responsible for contacting all people after a positive PCR test to offer support and ensure that they are self-isolating and have access to the available support.
- Incident Management Response – Public Health professionals overseeing responses to outbreaks in workplaces, schools, and social care settings. Providing direction, advice and guidance.
- Community Testing - responsible for the Councils Covid-19 testing programme for asymptomatic people and providing advice and assistance to businesses and individuals. Overseeing the Councils Community Collect offer for Lateral Flow test devices
- Covid-19-Enforcement – provides advice and guidance with enforcement of legislation pertaining to Covid-19 if required
- Community Engagement – officers work with the community, looking to promote the need to self-isolate after a positive PCR test. Encouraging testing/vaccination take up, providing Covid-19 advice and guidance across the borough
- Workplace Engagement – officers work with businesses to provide advice and guidance on Covid safe work practices and support operational delivery of outbreak responses in the sector.
- Communications, including the *Community Champions* grant work – responsible for the resident bulletins, updating the Council website/social media, campaigns to highlight miss-information and support positive activity such as *Let's Get Rotherham Moving*
- Data Analysts – officers explore multiple data sets to understand local prevalence rates, issues and take up of testing and vaccination opportunities. This informs the response to the pandemic through tactical decision making.

3.2 In line with decisions previously taken it is proposed to retain these functions throughout 2021/22 to maintain a continued Covid-19 Response function as the pandemic continues to develop. It is expected that as the pandemic and the national roadmap progress the requirements of the team will vary, and we will need to continue to be flexible in our approach and reactive to waves, outbreaks and changes to regulations. The Director of Public Health will continue to monitor the pandemic and to shape the overall response requirements throughout 2021/22. The cost of this function (over the full financial year) is anticipated to be £2.241m – all covered by the COMF through permitted carry forward into 2021/22. Officers in the function have temporary contracts of varying length from September 2021 up until 31st March 2022).

3.3 There may be opportunities to reassign some staff back to substantive or alternative roles during the financial year if the threat level of the pandemic reduces and it becomes an endemic response. This will primarily be in relation to enforcement and public health advisory staff. Should this occur and additional revenue funding become available, then further proposals will be brought to the Cabinet for consideration.

3.4 The remainder of this paper focuses on the options for expenditure of currently unallocated funding of £3.357m during 2021/22. It is expected that spending will be in line with the published national roadmap and be committed by 31st March 2022.

3.5 The options for expenditure of the remaining COMF allocation can broadly be categorised into three themes:

- Support for Children and Young People

- Support for Adults
- All Age Universal Support

3.6 Support for Children and Young People

3.6.1 Education:

Children and young people have endured a disrupted period of education during the pandemic and evidence outlines that a range of student cohorts have been disproportionately impacted by the challenges outlined by the pandemic. It is proposed to invest **£350,000** in education recovery across the borough to provide targeted support for the educational recovery of identified disadvantaged pupils, this includes focused education recovery activity for SEND students (£150,000) including those with Social Emotional Mental Health (SEMH) needs (2.1% increase in EHC Plans, 12.6% increase re. primary need SEMH) The trajectory of growth of students with SEMH needs across the borough and the wider impact of the pandemic on this cohort would support a focus in this area and would provide balance support to the challenges faced by our SEND students across the pandemic. From within this funding there will be opportunity to support additional focus on annual reviews to incorporate enhanced transition planning for students impacted by pandemic and additional support to schools to manage the challenges faced by schools/students in relation to SEMH needs driven by the pandemic and wider environmental factors.

3.6.2 The Council will provide targeted resource to enhance support to disadvantaged students (£50,000) and Elective Home Educated students (£50,000) and those with attendance issues as barrier to accessing education, with the additional resource used to enhance educational access for this cohort and it will provide additional fixed term capacity to support multi-agency approach to supporting access to education. This will support a focus on stabilising cohort numbers against the distinct rise in numbers and providing families with additional capacity to support challenges that are current barrier to education.

* (EHE rise from 201 students – September 2020 to 338 students 18th June 2021)

3.6.3 The Council will enhance the wider universal support for Education Recovery with system wide school improvement activity (£50,000), this will be governed by Rotherham Education Strategic Partnership (RESP) and we support universal enhancement of reading across all key stages of education which is a Ofsted Education Recovery priority. This will provide support to all schools to promote reading across all demographics and this will enhance Ofsted outcomes across schools as reading is fundamentally essential to Ofsted inspection framework.

3.6.4 All areas across education recovery will be underpinned by a general focus on holistic support for children and young people's mental health and wellbeing, as well as encouraging positive progress with the curriculum and catch up activity provided by the Department For Education (DFE).

3.6.5 The Council proposes to realign £50,000 from other Children and Young People's Service allocation to enhance a further focus to support early years take up, which has been disproportionately impacted by the pandemic, which will enable work to be focused in areas of significant deprivation in Rotherham. The aim would be to improve and grow current initiatives which are focused on supporting parent/carers accessing early years educational provision including BAME communities and central areas of Rotherham. We would aim to provide a targeted approach which reaches out to areas of the community where early years take up will have a significant impact on longer term educational outcomes.

3.6.6 Parental/Carer SEND Advocacy:

Due to the impact the pandemic has had on SEND children and young people it is proposed to invest **£60,000** in parental/carers support across Rotherham. This will build upon the work done by Parent Carers Forum across the pandemic. The proposal will enhance SEND outcomes outlined for vulnerable groups and provide a network of support for parents to overcome challenges that SEND students are evidencing. This includes growth in children with EHCs and those with SEMH needs

3.6.7 Young Carers:

Young People have also been affected by the pandemic in a variety of ways. Unpaid young carers have had to support children and adults with disabilities for prolonged periods during the pandemic because of services (both formal and informal) for the cared for person not being able to operate fully during lockdown. Care leavers have also not been able to access the same level of support from services and their support networks. This has created a degree of stress and creates the potential for future breakdown for this cohort, even with services reopening under the national roadmap, meaning that more people may end up in formal assessed services and / or with the ancillary costs. It is therefore proposed to invest **£90,000** to further support carers and care leavers through the established networks.

3.6.8 A recent survey by the Carers Trust shows how worries relating to Covid-19 and increased isolation caused by the lockdown have affected the mental health and wellbeing of the UK's young people with caring responsibilities.

3.6.9 Even before the outbreak of Covid-19, young carers and young adult carers were all too often spending significant amounts of time caring for a relative in addition to the time they needed to spend on education, work and time for themselves. The survey suggest coronavirus has significantly increased those pressures.

- 40% of young carers and 59% of young adult carers say their mental health is worse since Covid-19.
- 67% of young carers and 78% of young adult carers are more worried about the future since Covid-19.
- 66% of young carers and 74% of young adult carers are feeling more stressed since Covid-19.
- 69% of both young carers and young adult carers are feeling less connected to others since Covid-19.
- 11% of young carers and 19.7% of young adult carers report an increase of 30 hours or more in the amount of time they spend caring per week.
- 58% of young carers who are caring for longer since Covid-19 are spending on average ten hours a week more on their caring responsibilities. Among young adult carers the proportion is even higher at 63.6%.
- 7.74% of young carers and 14.94% of young adult carers who responded to the survey, said that they are now spending over 90 hours a week caring for a family member or friend.

3.6.10 Based on the survey findings and local data the Council proposes to develop:

3.6.11 Engagement Programme for young carers:

Barnardo's are currently experiencing increased referrals to the Young Carers service because of the easing of lockdown restrictions and the return to schools. Referrals in Quarter 1 are the highest for three years, as such the current waiting list

for the service is at capacity. Barnardo's have suggested an increase in staffing capacity by 16-20 hours to do some initial engagement work for young people who are currently on the waiting list. This would include some minimum intervention work, screening, identifying of quick wins in terms of support needs and linking in to group activity where appropriate. Recent referrals have seen an increase in complexity of cases due to additional Covid-19 pressures with increased caring responsibilities being recorded for some young people who are already accessing the service. This may mean that cases are more complex and are harder to close leading to the waiting list growing further. Existing staff have also been supporting young people on a more regular basis back into education following the lockdown period to ease young people's anxiety and maintain consistency of support.

The anticipated cost for this would be circa £50,000 (part of £90,000 referenced above in paragraph 3.6.7)

3.6.12 Additional subject specific group activity for young carers:

Barnardo's are currently looking to re-start their regular face to face group activity following a pause due to Covid-19 restrictions. To support this Barnardo's have suggested increased small group work to re-connect young people back into regular activity. The smaller group activity sessions will focus on areas connected to Covid-19 such as isolation and mental health along with understanding in greater depth how Covid-19 has impacted on young people's caring responsibilities. Recent referrals have suggested that young people have seen an increase in their caring role both in terms of the time taken to fulfil and also complexity of the support being provided. These activities could be delivered on a weekly basis and be used in conjunction or as a standalone to the above suggestion to engage young people who are currently on the waiting list.

The anticipated cost for this would be circa £40,000 (part of £90,000 referenced above in paragraph 3.6.7)

3.6.13 Desired Outcomes

- Greater prioritisation of mental health support for young carers.
- Improved support from education providers and employers to help young carers and young adult carers to juggle their caring roles alongside school, college, university or work.

3.6.14 The pandemic has limited options for proactive youth support and positive diversionary activity being able to operate safely and has heightened concerns about the mental health and wellbeing of young people. Bereavement, anxiety, lack of access to specialist provision, lost learning and reduced interaction with their peers and reduced social interaction. Additional one-off investment would predominantly focus on two areas:

3.6.15 The development of an offer for 11-25-year olds to support their mental health and wellbeing:

In 2018 Cabinet agreed a series of recommendations to transform the offer for young people, whilst making significant efficiency savings. One of the decisions was that the existing counselling offer would be disestablished and tested as a traded offer with local schools, to sustain the provision and bring in required funding to do so.

3.6.16 A traded offer was developed to improve the mental and emotional wellbeing of students in Rotherham schools and was launched with a deadline of March 2020 for expressions of interest to be submitted. Due to Covid-19 this deadline was extended. Despite the extension and subsequent conversations with schools, uptake was extremely low (two schools only). The Current provision of x2 FTE (45hrs) counselling for young people has now ended, leaving no counselling offer available to young people across the borough

3.6.17 **It is proposed that KOOTH (young people's on-line counselling service) is commissioned for 132 hours per month for 12 months.**

This would be a cost of **£117,000** (excluding VAT) *The population size of 11-25's is 44,620

3.6.18 **The creation of additional opportunities for young people who have lost out through Covid-19 to be supported through community and sporting organisations. This would place an emphasis on encouraging young people to participate in sport and healthy physical activity linking into wider public health programmes and recent issues such as water safety, child criminal exploitation and child sexual exploitation.**

The Council is looking to develop the universal offer for young people across the borough by working with the voluntary and community sector to create additional places to go and things to do. A commissioning route has been established to facilitate this and therefore an expansion, through one-off funding would be relatively straight forward to achieve. Service specification criteria relating to expectations and desired outcomes has already been developed.

It is proposed to invest **£133,000** on this activity.

3.6.19 **Desired outcomes include:**

- A reduction in mental health and wellbeing issues.
- An increase in positive activities, Places to go and things to do.
- A reduction in anti-social behaviour.
- Promoting the personal, educational, creative, and social development of young people.
- Tackling health inequalities with a focus on integrated partnership working
- Supporting vulnerable families or children and young people (using the Early Help Assessment) to meet the needs of young people and families at the earliest opportunity.
- Address new ways of working, including meeting Covid-19 secure standards in community settings, increase engagement in inclusive, universal provision that raises the aspirations and supports the development of young people between 10-25 years of age.
- Provide a range of activities that develop confidence and build their self-esteem, including trips and residential experiences.
- Reduce health inequalities, improve, and promote good physical and mental health.
- Ensure that young people are informed and supported to make safe and healthy choices and are referred to appropriate services when additional support is required.
- Ensuring young people feel safe in their communities and develop positive relationships.

- Promoting equality of access and taking positive action to ensure the most vulnerable of young people are not disadvantaged.
- Publish a programme of activities and demonstrate collaboration with sector providers.

3.6.20 **Ensure that children and young people will:**

- Have access to curriculum based personal, social, and emotional development opportunities.
- Be actively involved in the planning, delivery, and evaluation of the sessions.
- Take part in engaging and enriching and accredited activities.
- Be safe and not isolated.
- Identify their own learning opportunities.
- Have greater knowledge and awareness of their needs.
- Be offered accreditation and certificates of achievement to recognise young people's success and progression.

3.7 **Support for Adults**

3.7.1 **Isolation Support:**

The Council maintains a legal duty to provide contact tracing following confirmation that a person resident in the borough has tested positive with Covid-19 under the Local Zero programme. A crucial element of the approach is the ability to proactively offer immediate advice and support and where appropriate signpost the individual to financial support whilst they self-isolate for ten days in accordance with legal requirements. The government has confirmed continuation of the national and discretionary self-isolation schemes to September 2021.

3.7.2 The Council launched a local self-isolation support payment scheme to promote and encourage more isolation and to compensate those that do not meet the financial element of the government schemes on 25th January 2021. The Council initially allocated £100,000 from the COMF to fund 400 applications and awards £250 to successful applicants for isolation. The application process is based on similar criteria to the main government scheme with wider access:

- Have been told to stay at home and self-isolate by NHS Test and Trace
- Are employed or self employed
- Are unable to work from home and will lose income as a result
- Have not been able to access the Government's self-isolation support payments or discretionary payments

3.7.3 To date, 239 successful applications have been processed to the value of £60,000. It is proposed to continue this scheme, with the application of the scheme predicated on the longevity of the government schemes as they will continue to run in tandem. Therefore, when the government scheme ends, the Council's Local Self-Isolation Support Scheme will also end. An additional **£10,000** investment is proposed to support further applicants until the end of the government scheme in September. Further contingency could be made if the Government scheme is extended further.

3.7.4 **Rotherham Community Hub:**

The national shielding support programme ceased on 1st April 2021 with much of the expected Council support coming from the Community Hub. The Hub was originally retained until the end of June - the original proposed date for Step 4 of the national roadmap but has continued to operate in line with Step 4 being implemented on 19th

July. A review of the Hub with stakeholders and users has been completed. It is proposed to repurpose the Community Hub to support early intervention and prevention with specific support for a wider cohort than just the former shielded population, potentially supporting any adult/family in the borough who requires assistance arising from the pandemic impacts, but does not meet statutory requirements for formal support. The Hub operates as a pre-front door to wider Council services and aims to find immediate solutions for people working with volunteers and VCS partners using effective sign-posting and informal advocacy to help navigate people to alternative support where needs cannot be met by the Hub.

3.7.5 It is proposed to continue to operate a Community Hub model until 31st December 2021 with an additional **£400,000** investment to cover staff and running costs. Separate to the COMF proposals a review of the Community Hub will be conducted and taken through scrutiny to consider its long term future and whether or not there is value in incorporating the model as part of the Council's wider pre-front door approach.

3.7.6 **Employment and Skills Support:**

The Council recognises the need to provide additional support to our residents whose employment situation has been affected by the pandemic. COMF funding could be utilised to deliver the following support:

- Investment in skills development, CV development and employability
- Benefits advice for those whose incomes have been affected to maximise income and mitigate impacts
- Debt advice and support to mitigate the risk of evictions and repossessions
- Employment law advice for people in the gig-economy, on zero hours contracts or who have adverse experience of the furlough scheme

3.7.7 The proposal will allow the Council to extend the scope of the excellent work already being undertaken within the Council's Pathways Team. The Council currently delivers advice and support to our unemployed and economically inactive residents through the match funded European Social Fund (ESF) Pathways Project. This project specialises in supporting people to upskill, access training and gain employment. Participants have a dedicated Employment Officer who assists them with CV writing and employability coaching. The service also offers access to:

- Behavioural change courses
- Certified training courses/licenses i.e. CSCS/HGV license
- Sector based skills academies i.e. Customer Service Skills
- Employment opportunities with a host of local employers including the Council

3.7.8 In addition to this, the project offers a wraparound support service to help remove the barriers to employment such as debt/childcare issues etc. The service has two specialist debt advisors and two support workers attached to the project that can provide full advice on debt management, benefit entitlement and income maximisation. The service can offer support to all residents, not just Council tenants, however at present the service can only work with people who are unemployed or economically inactive.

3.7.9 There is an ambition to expand the remit of the service to support people that we are currently unable to assist, due to ESF funding conditions/restrictions such as:

- People threatened with redundancy
- People on furlough

- People working reduced hours.
- People whose skill set is no longer in demand due to the pandemic
- People within the gig economy affected by Covid-19

3.7.10 The service is confident that it can efficiently mobilise an effective offer that can deliver support to a much wider cohort. The service already has the required skills, contacts, and procedures in place that would allow it to commence delivery within the existing team, whilst recruitment of additional capacity takes place, internally and externally. The recent recruitment process for an Employment Solutions Officer demonstrated that there are highly skilled individuals in the job market seeking these types of opportunities. The service would look to mirror the existing Pathways Project targets which would enable us to provide full employability and wrap around support to over 150 people, with a target of at least 60 participants entering accredited training or employment before March 2022.

This would include:

- Supporting people working reduced hours due to Covid-19 to find alternative/additional hours to increase their income.
- Support for people to upskill and training, including provision of a funding stream that will enable precariously employed people to pay for training such as HGV/CSCS.
- Support to claim benefits, manage finances and seek debt advice.
- Support with mental health, such as attending the Five Ways to Wellbeing programme.
- Support with CV writing, job applications and interview techniques.
- Support with sourcing volunteering opportunities.
- Support with job searching and employability skills.
- Support with tenancy sustainment and other housing related issues i.e. rent arrears with the offer of a dedicated Tenancy Support Officer
- Support with accessing education including basic maths and English
- Support with referrals to specialist services i.e. CLG, NHS, Domestic Abuse services etc.
- Support with confidence building, motivation, and personal development

3.7.11 To reach the target cohorts, the service would proactively raise awareness of the offer across a host of media platforms and with both internal and external referral partners. The service has established links with the CCG Social Prescribing Team and can use this relationship to reach the residents whose physical and mental health is being affected by their employment issues.

3.7.12 The service would seek to employ a specialist Employment Engagement Officer who will build relationships with local employers that have furloughed staff, so that support and assistance can be offered during this time.

3.7.13 As the service does not currently provide advice on employment rights and regulations, it is proposed that this is procured through the Rotherham Advice Partnership to increase capacity for delivery in this area. A caveat of the funding would be to ask that all clients receiving employment advice (where appropriate) are then automatically referred into the Council's employment team for further assistance.

- 3.7.14 The provision of accredited training courses and qualifications for people who are precariously employed and at present cannot access free training would be provided. A budget of £100,000 would allow a meaningful impact to be generated with increased economic prosperity for participants who can retrain and find alternative meaningful employment.
- 3.7.15 A further ambition is to expand support to all tenants and residents regarding financial management, budgeting, and income maximisation advice. The current service delivery model is focussed upon work with Council tenants. This service offer could be expanded to reach people with private tenancies and mortgages that may have never needed support before. The funding could facilitate a specialist money advice project 'Money Stretcher' that can deliver guidance on how to make your money go further when in receipt of a limited income. The project would include the creation of a guidebook which would include money saving techniques and useful contacts for support providers i.e. debt management. This could be available in both paper and digital format.
- 3.7.16 In addition to the above it is suggested that, considering the proposed removal of the £20 a week Universal Credit uplift in September, a greater resource is placed into the tenancy sustainment team. The project would deliver advice in partnership with the Department of Work and Pensions (DWP) to target Universal Credit applicants affected by the £20 reduction. Group presentations on money saving techniques would be offered alongside bespoke money saving assessments with individuals.

The combined requirements for an enhanced service delivery are **£339,658**

3.7.17 **Mental Health Support Worker Resource:**

It is proposed to invest in additional Mental Health Support Worker resource in the established Community Mental Health Service provided by the Council in partnership with RDaSH. The basis for this investment is:

- Mental Health Support Workers have had a vital role during the pandemic, in ensuring people remain 'connected' to their circles of support and activities they need.
- This role contributes to the development of local community assets, helping to identify and develop solutions which will help individuals increase their networks and resilience.
- The role will assist with the growth in Mental Health needs, by supporting individuals to link back into the community and regain confidence.
- The role will assist with the prevention of loneliness.
- The role provides a direct link to other Council initiatives such as Thriving Neighbourhoods.
- The provision of an additional of three Support Workers until March 2022 would enable greater capacity for this important role. The investment required is **£62,000**. The staff deployment would be expedited by providing additional hours for part time staff across the service and would therefore be deliverable in the timescale needed.

3.7.18 **Carers Support:**

Unpaid carers have had to support children and adults with disabilities for prolonged periods during the pandemic because of services (both formal and informal) for the cared for person not being able to operate fully during lockdown. This has created a degree of carer stress and creates the potential for future breakdown, even with services reopening under the national roadmap, meaning that more people may end

up in formal assessed services with the ancillary costs and reduction in independence.

- 3.7.19 It is proposed to invest **£75,000** to further support adult carers through the established Active Solutions Partnership which includes key VCS partners and targets the needs of carers who are under stress for direct support, advice, and information. In addition, it is proposed to provide a one-off grant to Rotherham Crossroads to increase their development worker capacity by two posts **£60,000** to respond to the needs of carers in the community. This will help alleviate the impact caused by the temporary closure of some carers services such as Carers Corner leading to unmet need.

3.8 All Age Universal Support

3.8.1 Arts and Health Recovery Programme:

Culture is recognised as a key element of supporting recovery from the pandemic, giving the wider community positive activities to look forward to and involving them in participatory activity. The Sparks of Joy programme led by the Council's Culture and Leisure services and delivered by third party cultural organisations has put on a range of Covid-19 safe events during the pandemic.

For the remainder of 2021/22 the Culture and Leisure services would develop an Arts and Health programme to support mental and physical health as part of Covid-19 recovery including focus on:

- Summer events programme for children and young people involving participatory cultural and physical activity
- Bereavement focus – supporting those bereaved during the pandemic
- Post retirement focus – supporting those retiring before and during lock down to connect into the activities they would ordinarily have done, and to consider volunteering, linking into the Five Ways to Wellbeing programme
- Dementia focus – museum and theatre programme using a dementia café model to provide an offer to this group who were disadvantaged during the pandemic – supporting social interaction, memory and physical activity
- Frailty focus – using arts activities to maintain or bring back social connectedness and through that maintain a level of physical activity to support independence
- Care Home focus – as with the Sparks of Joy work to continue that offer and provide stimulation and interest for care home residents

- 3.8.2 It is proposed to allocate **£150,000** to facilitate further events under a dedicated programme of activity with a Covid-19 recovery focus.

3.8.3 Rotherham Show:

Should the proposals for Rotherham Show 2021 be taken forward for September, then investment would be required to support the delivery of a Covid-19 safe event (spreading over 3 days rather than 2 this year). The Rotherham Show would have a focus on bringing Rotherham residents back together with an acknowledgement of the year that we have all had. It is proposed to allocate **£50,000** to facilitate delivery of the Rotherham Show activity.

3.8.4 Neighbourhood Centres:

During the pandemic, with the closure of neighbourhood centres, existing resident social interaction and organised activity has been especially impacted. It is now essential that when the remaining Covid-19 restrictions are lifted on 19th July, that

there is a coordinated effort by the Council and its partners to reactivate and revitalise social activity and interaction, including the reopening of neighbourhood centres. The installation of Wi-Fi would bring many positive benefits. It would provide predominantly older and digitally excluded residents with access to free public Wi-Fi, in close proximity to their homes, enabling them to remotely access Council services, make use of social media to connect and socially interact, support social activities and host events, such as digital inclusion training offered by Rotherfed. The provision would also support the use of the spaces by Council services in support of agile working and the VCS, to deliver activity of benefit to residents general health and wellbeing, addressing for example, issues of social isolation and promoting activity in support of the Five Ways to Wellbeing.

3.8.5 There are no current proposals within the Housing Revenue Account (HRA) budget to install Wi-Fi into the neighbourhood centres. Prior to the pandemic, public access Wi-Fi was installed in 6 of the 45 centres and there was an ambition to roll out further installation, in phases, to the remaining centres. The costs of installation at the first six centres were met from the HRA neighbourhood centres budget. Prior to the pandemic the centres budget had operated at a slight surplus of £35,000 in 2018/19 and £30,000 in 2019/20. This provided very modest budget headroom to carry out works to improve the centres, such as upgrading kitchen facilities, redecoration, replacing floor coverings, furniture, and installation of Wi-Fi. The impact of the pandemic has been that the centres have remained closed to residents. Consequently, the Communal Facilities Charge paid by residents for unrestricted use of the centres and which is the principal income stream into the centres budget, has been impacted. The Communal Facility Charge has been credited to rent accounts during the pandemic which has resulted in a £67,000 overspend in 2020/21 and an anticipated £40,000 overspend in 2021/22. There is therefore no available budget for investment, including the installation of Wi-Fi, in 2021/22. The use of COMF funding would therefore reinitiate and accelerate installation of Wi-Fi into the centres. It is proposed that an investment of **£60,000** is set-aside to facilitate connectivity and running costs towards provision in 2021/22, in locations to be determined and agreed with stakeholders, following suitable site assessment.

3.8.6 **Safety of Covid-19 testing sites:**

There are currently four symptomatic Covid-19 test sites operating in the borough at Midland Road, East Herringthorpe Maltby and Dinnington. Two of these testing stations are situated on sites that are Council assets (Maltby Joint Service Centre and Herringthorpe Stadium), with a further site belonging to the Dinnington Resource Centre at Dinnington, and the Midland Road site held by the Mayoral Combined Authority. There have been a number security and safety issues in the borough at the testing sites including vandalism and anti-social behaviour, leading in one instance to a temporary site closure. Maltby Joint Service Centre and Herringthorpe Stadium do currently have CCTV, however these systems are not particularly well focussed on the areas in question. At Herringthorpe there is a floodlight column that could be utilised adjacent to the testing site, though the feed would need to be taken to the adjoining stadium. Whilst Dinnington Resource Centre holds the site at Dinnington, the Council have a presence within the adjoining Library at the Resource Centre which would be of benefit to both the Council and the users of both facilities.

3.8.7 It is proposed to invest an overall total of **£60,000** in additional security measure for the three locations (excluding Midland Road) including improved CCTV to reassure users and test site operatives as to site safety.

3.8.8 The operator of the Leisure site, Places Leisure, are supportive of the proposals as are the Trustees of Dinnington Resource Centre.

3.8.9 Intelligence support to better understand Covid-19 impacts in Rotherham:

The pandemic has undoubtedly exacerbated inequalities that already existed within sections of our communities prior to March 2020. The recent work on the JSNA and data hub highlights some of the effects of Covid-19, but does not fully quantify the cohorts of impacted residents and service users, nor does it fully understand the problems these individuals and families will face moving forward. Data relating to people who for example, have been socially isolated and those who have experienced mental health and wellbeing issues exists to some degree. However, it is not necessarily joined up as a comprehensive and complete picture, nor has it yet been modelled to understand the different scenarios that may be faced as a result and where we can best focus our collective efforts to support people to rebuild their resilience and recover from the impacts of the pandemic. Modelling for future waves and potential impacts of any Winter restrictions is also key to avoiding situations where people are plunged into even more difficult circumstances, requiring the support of council and partners' services.

3.8.10 Existing performance and analytical resources within the Council are already fully deployed and at capacity through business as usual work and existing projects. There is however there is an opportunity to utilise the COMF money available, to fund additional short-term resources who can take a data science-led approach, fully immersing themselves in the data sets and case studies, extracting knowledge from different sources and, in a very targeted way, seek to develop our understanding of the inequalities that may have a bearing on both the current and future health and social care needs of Rotherham residents. They would also be able to identify gaps in the data that need to be developed. This development of a richer picture of Rotherham and its residents would enable a move towards a single and evidenced version of the truth, from which data would provide information and ultimately insights about resident needs.

3.8.11 In doing so, the Council would be in a much better position to understand the experiences and needs of not only those who are accessing our services already, but those who have had cause to access some Council services or different forms of support for the first time and as a direct result of the pandemic, as perhaps now likely to be impacted over the longer-term. It is proposed that two analytical resources are funded through to the end of March 2022, sitting within the business intelligence team within the Policy, Performance and Intelligence function, but working closely with Public Health colleagues. The cost of this would be **£100,000** for the remaining period through to the end of March.

3.8.12 In addition, a small amount of budget to be able to commission additional data gathering through partner agencies or organisations, where gaps in our available sources are identified, would enable the Council to develop a stronger evidence-base from which to base medium and longer-term recovery initiatives and service responses. **£50,000** for this activity would enable a comprehensive response to any gaps that are identified.

3.8.13 Investment into Homelessness Services – Move-on accommodation and essential support services:

The Council's Housing Options Service has seen an increase in the complexity of demand for homelessness support during the pandemic, with families as well as couples and single people seeking support.

3.8.14 At the outset of the pandemic the Government placed a duty on Local Authorities to accommodate all those faced with homelessness and rough sleeping, including

those with no recourse to public funds. Further Covid-19 related measures imposed a restriction on household mixing, with only one private household to a home. This led to a significant increase in the number of people presenting as homeless and a resultant increase in temporary accommodation usage. Further pressures on temporary accommodation has also been created by a shortage of affordable housing, including housing with support services, within the social and private rented sectors.

- 3.8.15 During 2020/21 the number of households presenting as homeless was 1458. Of these, the dominant reason was due to family and friends not being willing or able to accommodate them, accounting for 611 cases. Of the 1458 cases, 1105 were placed into temporary accommodation. During 2021/2022 to date the total number of new homelessness cases is 260. Of these, 100 presented as homeless due to family and friends not being able or willing to accommodate them. Of the 260 cases, 230 have been placed into temporary accommodation.
- 3.8.16 In response to the increased demand and need for temporary accommodation solutions, the Council significantly increased its portfolio of temporary accommodation provision, which now stands at 114 properties. Despite this, due to level of demand and the lack of suitable permanent housing to move people on to, the Council has been reliant on the use of hotel accommodation. The provision of temporary/hotel accommodation has also played an important part in ensuring the safety of those at risk of rough sleeping. This has placed a significant pressure on the Council's general fund and the Homelessness Service. In mid-July the number of households currently placed in hotels had risen to 94 single people and 8 families, with 92 households in other temporary accommodation. There is no dedicated service budget for hotel expenditure. These costs have been covered by Covid-19 related grants with expenditure for hotel placements during the period 1 April 2020 to 31st March 2021 reaching £830,000.
- 3.8.17 In respect of move on accommodation options, there are still challenges in finding suitable accommodation, due to affordability and access to the right support. Those people with higher support needs would usually access appropriate supported housing or Housing First services. However, demand is exceeding current service capacity which is creating blockages in temporary accommodation. This is resulting in people remaining in temporary accommodation for longer, with general support from the Homelessness Service, but without the specialist support or accommodation that they need.
- 3.8.18 The proposal is to ease these immediate pressures by investing **£600,000** to procure critically needed additional support services to households with support needs, currently residing in temporary accommodation/hotels and move on accommodation and to increase the availability of suitable move on accommodation. The funding will enable:
- Procurement of additional specialist support service capacity to support up to 50 households with complex needs who are in temporary accommodation/hotels or move on accommodation, to help them journey to more suitable and sustainable accommodation, freeing up temporary accommodation capacity.
 - Procurement of additional high-level support to increase Housing First provision (supported housing accommodation) by an additional 10 units.
 - Additional dedicated specialist capacity, through the sourcing of a mental health practitioner and two drug and alcohol workers.

3.8.19 It is proposed that Registered Social Landlord's, operating in Rotherham, are contacted to request that they facilitate move on accommodation provision. Great Places Housing have already indicated that they would be prepared to offer 5 properties if the appropriate support services can be facilitated at the outset of the tenancy. It is also proposed that additional housing support capacity is sourced from within the existing supported housing services framework.

3.8.20 The expected outcomes from this proposal are:

- Reduction in time spent in temporary accommodation by offering move on accommodation with the appropriate support. (Range from medium to high level Housing First type support)
- Reduction in spend on hotel placements, as a plan will be developed around the person so that they are able to move on to more suitable supported permanent housing.
- Free up spaces in temporary accommodation to meet ongoing pressures and reduce the need for hotel placements.
- Create sustainable tenancies for households with complex needs
- Reduction in repeat homelessness cases where households have been evicted due to past issues/behaviour

3.8.21 It is essential that properties offered have the right support in place. Many of the people that have been accommodated temporarily have a range of issues and complexity in their lives, such as drug and alcohol issues, anti-social behaviour etc which if not addressed, could lead to tenancy failure and the risk of repeat homelessness.

3.8.22 The wrap around support is a much-needed resource to take pressure out of the system and create a more manageable and sustainable situation between now and March 2022.

3.8.23 **Support to the Voluntary and Community Sector:**

Further to preliminary discussions with the VCS, there is a strong appetite for a small grant programme to be co-designed and facilitated by the Council with organisations invited to bid into the process. The programme would have focus on supporting those coming out of shielding, bringing back community infrastructure lost due to Covid-19 and supporting reduced social isolation, linking into and complementing existing public health programmes and activity.

3.8.24 This could include, but not be limited to:

- Support to implement the community buildings guidance for Covid-19 safe operation.
- ICT to assist with hybrid meetings and activities
- Wi-Fi in non-Council owned community buildings
- Mental Health First Aid/Mental Health literacy/Suicide prevention
- Supporting children, young people and families; older people and other identified vulnerable / priority groups
- Befriending and support for vulnerable and shielded people to access activities

3.8.25 An overall allocation of **£250,000** would have significant reach (up to c50 organisations) if successful bids were set at a maximum bid of £5,000. The organisation managing the grants process would need to cover their own

administrative costs so the number of grants will be slightly fewer than 50 if all are set at the maximum threshold.

- 3.8.26 Due to the additional administrative burden, it is proposed that the small grants be managed through a third sector organisation. The Council already holds a 3-year contract with Voluntary Action Rotherham (VAR) which started in April 2021 to provide VCS infrastructure support. The organisation has previously managed a successful small grants programmes for the Council. VAR also manage a health service contract to deliver social prescribing support.
- 3.8.27 This is all complementary activity to the purpose of the new small grants and it is therefore proposed that the infrastructure services contract be amended to include a schedule on managing the small grants programme. This schedule would include VAR's responsibility for organisational checking of grant applicants, agreeing and monitoring key outcomes for each grant and reporting to the Council on programme delivery. VAR would need to be paid a management charge which would be met from within this budget. The initial focus of the grants would be on the above priorities with a final list agreed through a co-design process with the VCS. Priorities may need to change over time to continue to meet changing needs; it may be that there is more than one round of applications to meet any changes in need.
- 3.9 The overall proposed expenditure against the COMF based on the options above is **£3.017m**. These proposals would account for most of the funding available. If all the proposals are agreed **£340k** will remain unallocated as a contingency to support targeted interventions as required during the national roadmap. Delegated authority for allocation of this contingency to the Director of Public Health (DPH) will be requested for future spend in line with the COMF.
- 3.10 The Council is expected to provide a return to government by June 2022 detailing all incurred expenditure against the COMF.

4. Consultation on proposal

- 4.1 With such a wide-ranging set of proposals it has been important to engage with Members including through a dedicated seminar hosted by the Council Leader.
- 4.2 Preliminary discussions have also been held between officers and prospective external organisations that may be able to deliver any commissioned or grant funded activity outlined in the proposals within Section 3 of the report above.

5. Timetable and Accountability for Implementing this Decision

- 5.1 Cabinet to consider proposals for COMF expenditure in accordance with the Council's financial regulations on the 16th August 2021.
- 5.2 Proposed external grants and commissioning activity to be expedited following receipt of Cabinet approval of the proposals. These will be underpinned by formal grant agreements or covered through existing contractual arrangements. All expenditure will be subject to monitoring arrangements.
- 5.3 Commitment of expenditure of the COMF will be facilitated prior to 31st March 2022.
- 5.4 The Council will report to government all expenditure of the COMF in the prescribed format by June 2022.

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 table below summaries the latest position for the Contain Outbreak Management Fund including the proposed investments highlighted in section 3 of the report:

Description	£m
Balance carried forward into 2021/22	3.47
COMF Grant Allocation 2021/22	2.13
Total Funding available 2021/22	5.60
Committed – Test & Trace Team	-2.24
Unallocated Funding	3.36
Total Investment Proposals (Section 3)	3.02
Contingency	0.34

The proposals in section 3 of the report can be funded from the Contain Outbreak Management Fund. The grant guidance describes several suggested activities but also states that “The specific public health activities that can be funded from the COMF are left to the judgement of Local Authorities in conjunction with their Directors of Public Health.”. Several proposals rely on partners to deliver interventions and the demand from the community for further support. Alternative options may be required to ensure the funding is fully utilised. All expenditure must be incurred by 31 March 2022 in accordance with the grant conditions.

- 6.2 The details proposed in this report offer a range of differing interventions. Where these interventions seek to engage a third party for delivery under contractual terms, the provider must be engaged in full compliance with the Council’s own Financial and Procurement Procedure Rules and the Public Contracts Regulations 2015 (as amended).

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 this report. Funds should be allocated in accordance with the associated policy/guidance to mitigate the risks of any legal challenge.

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 The proposals include a range of actions to mitigate the impacts of the pandemic on Children, Young People and Vulnerable Adults. Delivery of the proposed actions will support recovery from the pandemic in the borough, with a specific focus on those groups which have been most affected.
- 9.2 The proposals will support educational recovery, improved mental health and increased access to youth support for Children and Young People.

- 9.3 Vulnerable Adults will be supported through a range of initiatives including with a focus on social isolation, support and advice, mental health, and cultural activity.

10. Equalities and Human Rights Advice and Implications

- 10.1 The proposals cover a range of actions to mitigate the effect of the pandemic and likely to be positive benefits for protected characteristic groups and this will be monitored.

11. Implications for CO2 Emissions and Climate Change

- 11.1 No direct implications – impacts covered in the Carbon Impact Assessment at Appendix 3.

12. Implications for Partners

- 12.1. A range of proposals contained within Section 3 of the report will require partner involvement in delivery. VAR will have a significant role in the administration of the grant funding proposal.

13. Risks and Mitigation

- 13.1 The key risk to the proposals is the ability to deliver the spending in year in line with the COMF grant conditions. All proposals have been developed with this in mind, and there will be a requirement for the officers delivering the initiatives to report to the Council's Recovery Gold group chaired by the Chief Executive Officer to enable the management of any slippage.

14. Accountable Officers

Ben Anderson, Director of Public Health

Nathan Atkinson, Assistant Director, Strategic Commissioning

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp	02/08/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	27/07/21
Head of Legal Services (Monitoring Officer)	Bal Nahal	23/07/21

Report Author: Ben Anderson, Director of Public Health

ben.anderson@rotherham.gov.uk

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

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: Proposals for use of the Contain Outbreak Management Fund (COMF) to aid the Council's on-going response to Covid-19 and to support recovery in the borough from the impacts of the pandemic	
Directorate:	Service area:
Adult Care, Housing and Public Health	Public Health
Lead person:	Contact number:
Ben Anderson, Director of Public Health	07826 953015
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Please provide a brief description of what you are screening
<p>The 16th August Cabinet paper set out the proposals for expenditure of currently unallocated Contain Outbreak Management Fund (COMF) funding of £3.276m during 2021/22. It is expected that spending will be in line with the published national roadmap and be committed by 31st March 2022.</p> <p>Rotherham has been eligible for payments from the Contain Outbreak Management Fund (COMF) to support proactive containment and intervention measures since October 2020.</p> <p>To date £5.177m had been spent against the COMF in 2020/21 with £1.146m remaining uncommitted. An additional £2.129m of COMF funding has been allocated for 2021/22. The money is to continue to help reduce the spread of coronavirus (Covid-19) and support public</p>

health activities with the latter being left to the judgement of Local Authorities in conjunction with their Director of Public Health.

Commitments already made ensure that Rotherham's Covid-19 Response functions are in place until March 2022, by which time it is expected that the workload and capacity required will reduce unless there is another significant Variant of Concern.

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?	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 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?**

The proposals for spend of the COMF are wide ranging, with potential to impact on all residents of the borough. Whilst some of the proposals are universal, others are more targeted with the aim of managing and/or mitigating some of the impacts of the pandemic on the residents of Rotherham. In terms of equality and diversity consideration has been given to which groups have been disproportionately impacted by the pandemic to ensure that the proposed interventions have maximum benefit in terms of response to and recovery from Covid-19 in Rotherham.

Within the set of proposals there are a number that will specifically target certain groups based on specific needs arising through the pandemic and periods of local and national restrictions. Those particularly targeted include:

- Children and young people
- Older and vulnerable adults
- Carers and young carers
- The homeless and those with insecure housing
- Those who are unemployed, have been furloughed or have lost income or incurred debts during the pandemic
- Those with Special Educational Needs and Disabilities or with Social and Emotional and Mental Health needs
- Adults who have had to shield or have become isolated during the pandemic or have mental health needs

- **Key findings**

The proposals set out for the potential COMF expenditure commitments will between them provide a range of positive benefits universally as well as being targeted for the specific groups mentioned above. Implementation of the full set of proposals will support people to engage in a range of positive activities in the borough, bringing many out of social isolation and supporting engagement within and between communities. The proposals recognise the adverse impacts of the pandemic on the whole borough with heightened significance for some communities with protected characteristics.

- **Actions**

It is suggested that a full Equality Analysis is completed to cover the range of proposals for the COMF expenditure commitments. This will be split in line with the Cabinet paper by impacts on Children and Young People, Adults and Universal provision. The Equality Analysis is recommended due to the level of proposed expenditure and potential coverage which is borough wide and will therefore impact, positively, on all cohorts of people with protected characteristics.

Date to scope and plan your Equality Analysis:	14/07/21
Date to complete your Equality Analysis:	14/07/21
Lead person for your Equality Analysis (Include name and job title):	Ben Anderson, Director of Public Health

5. Governance, ownership and approval

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

Name	Job title	Date
Ben Anderson	Director of Public Health	09/07/2021
Nathan Atkinson	Covid-19 Lead	14/07/2021
Jackie Mould	Head of Performance, Policy & Intelligence	21/07/2021

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	09/07/2021
Report title and date	Proposals for use of the Contain Outbreak Management Fund (COMF) to aid the Council's on-going response to Covid-19 and to support recovery in the borough from the impacts of the pandemic 16 th August 2021
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 16 th August 2021 Sent for publication 2 nd August 2021
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

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: Proposals for use of the Contain Outbreak Management Fund (COMF) to aid the Council's on-going response to Covid-19 and to support recovery in the borough from the impacts of the pandemic	
Date of Equality Analysis (EA): 14/7/21	
Directorate: Adult Care, Housing and Public Health	Service area: Public Health
Lead Manager: Ben Anderson, Director of Public Health	Contact number: 07826 953015
Is this a: <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other	

If other, please specify

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

Name	Organisation	Role (eg service user, managers, service specialist)
Ben Anderson	RMBC	Director of Public Health
Nathan Atkinson	RMBC	Covid-19 Lead
Simon Dennis	RMBC	Corporate Improvement & Risk Manager

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

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

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

The 16th August Cabinet report entitled Proposals for use of the Contain Outbreak Management Fund (COMF) to aid the Council's on-going response to Covid-19 and to support recovery in the borough from the impacts of the pandemic should have a positive benefit for Rotherham residents, with targeted investment proposals across areas pertaining to Children and Young People and Adults alongside more universal investment proposals.

Within the set of proposals there are a number that will specifically target certain groups based on specific needs arising through the pandemic and periods of local and national restrictions. Those particularly targeted include:

- Children and young people
- Older and vulnerable adults
- Carers and young carers
- The homeless and those with insecure housing
- Those who are unemployed, have been furloughed or have lost income or incurred debts during the pandemic
- Those with Special Educational Needs and Disabilities or with Social and Emotional and Mental Health needs
- Adults who have had to shield or have become isolated during the pandemic or have mental health needs

Within these identified cohorts, there will inevitably be people with additional protected characteristics defined by the Equality Act 2010. However, at this juncture, these are high level investment proposals so it not possible to specifically identify the cohorts in detail and therefore this Equality Analysis will take a whole population approach, but will draw in specific data where this is known and available.

The COMF remains ring-fenced for public health purposes, with the 2021/22 COMF Guidance stating that it is "to continue to help reduce the spread of coronavirus and support public health activities". The specific public health activities that can be funded are "left to the judgement of

Local Authorities in conjunction with their Directors of Public Health". Consequently, investment proposals are related to either the immediate or emerging impacts arising from the Covid-19 pandemic across the borough. Investments are all positive interventions and therefore should not lead to any obvious adverse impacts on people with protected characteristics. Indeed, many of these cohorts may be able to benefit from the proposals either directly or indirectly.

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

The Covid-19 pandemic has had a significant impact upon Rotherham. Up to 21st June 2021 Rotherham had seen 22,030 positive Covid-19 cases recorded with 836 deaths occurring where Covid-19 was recorded on the death certificate (754 residents' deaths recorded within 28 days of a positive test). The Rotherham Foundation NHS Trust has treated 2592 patients with 579 Covid-19 deaths occurring to Rotherham residents in the hospital.

Whilst significant, it is not just the cases and deaths that have had an impact on Rotherham. During the height of the pandemic 18,128 residents (7% of the population) were identified as being Clinically Extremely Vulnerable and advised to shield. This population cohort had specific vulnerabilities that gave them a raised risk of poor outcomes should they contract Covid-19 and was predominantly made up of elderly residents. This group alongside the 1259 Older People and 445 people with Disabilities aged under 65 who are Care Home residents endured significant restrictions in their social contact and movements through much of the pandemic which itself impacted their mobility, conditioning and confidence. For those with dementia reduced stimulation may also have led to accelerated decline in memory and cognitive function.

It is not just the elderly and disabled who have been affected during the pandemic. For every case there have been contacts who have been required to isolate with resultant impacts on their dependents, carers, employers and schools. For the families and friends of those hospitalised and those who have died during the pandemic Covid-19 has further impacted their experience by limiting the contact they could have during any illness and the ability to grieve.

The closing of certain sectors of the economy has meant furlough for 43,900 residents at various times during the pandemic, unemployment or loss of livelihood, all bringing with them reduced incomes and impacts on family budgets. For many those impacts will not yet be felt in full, with protections through furlough and until recently, the stay on evictions meaning the full impacts are still to come both for individuals and the wider economy.

The Rotherham Community Hub was established to provide support to residents who had in any way been impacted by the pandemic. Since March 2020, 444 residents have requested support with financial hardship caused by the Covid-19 outbreak. Although this is only around 7% of the total support requests received, it should be noted that a further 1,574 households have requested Emergency Food Parcels which may indicate underlying financial issues.

The Council's Housing Options Service has seen an increase in the complexity of demand for homelessness support during the pandemic, with families as well as couples and single people seeking support. During 2021/2022 to date the total number of new homelessness cases is 260. Of these, 100 presented as homeless due to family and friends not being able or willing to accommodate them. Of the 260 cases, 230 have been placed into temporary accommodation. In response to the increased demand and need for temporary accommodation solutions, the Council significantly increased its portfolio of temporary accommodation provision, which now stands at 114 properties. Despite this, due to level of demand and the lack of suitable permanent housing to move people on to, the Council has been reliant on the use of hotel accommodation.

There has also been a significant impact on children and young people with the closure of schools during the lockdowns. The first lockdown covered 60 school days during which schools were only

open for key worker and vulnerable children. Whilst many schools worked hard to adapt delivery it took time to put in place alternative teaching and to develop a remote learning offer. The second lockdown saw a further 35 days of face to face schooling lost, this time with a fuller remote learning option for those not attending as key worker or vulnerable children. Disruption to learning also occurred while schools were open with 83 Incident Management Teams being held for school outbreaks in Rotherham since September 2020. During the pandemic period over 24,000 instances of a pupil being required to isolate for 10 days occurred with some pupils being required to isolate multiple times. We know that the impact of school closures and isolation has exacerbated existing inequalities with children from poorer backgrounds being impacted more. Children in transition and exam years also saw a disproportionate impact.

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

There are no known data gaps at this juncture. The level of potential requirements for support driven by the pandemic and known impacts are articulated in the section above. Should the proposals be accepted by Cabinet and as the work progresses against each of the investment proposals, then there will be a greater understanding of the detailed cohorts to be supported and this in turn may identify gaps which were not previously highlighted.

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

All the investment proposals underpinned by a grant agreement or covered through existing contractual arrangements will be subject to regular monitoring against delivery of the anticipated outcomes. Monitoring will include details of the cohorts being supported and will specifically ask for and consider equalities data captured by the delivery organisation. This will also be the case for any Council services directly delivering services or interventions.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

Given the nature of the proposals for use of the COMF and the need for political direction, the engagement taken thus far has primarily centred on Elected Members, Council officers and external partners who may potentially deliver services or interventions through either grant funding or be commissioned from existing contractual arrangements. The wide-reaching nature of the proposals and the time limit for committing expenditure has also prevented any more detailed formal consultation with the wider public from taking place.

Engagement undertaken with staff (date and group(s) consulted and key findings)

Extensive senior officer engagement has taken place across the Council to develop the proposals, through several iterations of the Covid-19 Gold Recovery group governance since the Government funding announcement in April 2021. Senior officer engagement has been facilitated through the Council's Covid-19 Recovery Gold group and for the wider officer leadership group through respective Directorate Leadership Team (DLT) meetings. This approach has developed the detail behind the initial proposals to inform the Cabinet paper and has meant that a holistic view has been taken on the needs of the whole population.

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)

The proposed investments for the COMF take a whole population approach with specific targeted areas for investment relating to age, disability and carers. Given the broad nature of the potential services and interventions it is likely that there will also be positive benefits for people with other protected characteristics, though these have not been specifically targeted or identified.

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

The nature of the proposed investments in services and interventions to mitigate the immediate and near future impacts of the Covid-19 pandemic are positive. There are no immediately identifiable barriers to communities or groups not being able to benefit from them. The Council will be directly delivering some of the services and interventions, but the vast majority will be delivered externally and predominately through the voluntary and community sector (VCS). The VCS in Rotherham has a good understanding of the local communities it supports and has the expertise to ensure that reach is as wide as possible and that the approaches are inclusive.

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

The services and interventions proposed are either new initiatives or build upon proven existing services or interventions. The aim is for the COMF to be used as extensively as possible to mitigate the immediate and near future impacts of the Covid-19 pandemic across the whole borough. This will have a positive impact and should improve the lives of residents who can benefit from the investments.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The proposed use of the COMF combines universal as well as targeted investment in services or interventions to mitigate the immediate and near future impacts of the Covid-19 pandemic across the whole borough. Given that the pandemic has impacted on every resident of the borough in some way, this investment is not specifically for one cohort e.g. children and young people, area of the borough or solely for specific protected characteristics. Consequently, the investment proposals should have a positive impact and should not trigger any challenges with community relations.

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: Proposals for use of the Contain Outbreak Management Fund (COMF) to aid the Council's on-going response to Covid-19 and to support recovery in the borough from the impacts of the pandemic

Cabinet 16th August 2021

Directorate and service area: Adult Care, Housing and Public Health

Lead Manager: Ben Anderson, Director of Public Health

Summary of findings:

The proposed use of the COMF combines universal as well as targeted investment in services or interventions across the whole borough. The services and interventions proposed are either new initiatives or build upon proven existing services or interventions. The aim is for the COMF to be used as extensively as possible to mitigate the immediate and near future impacts of the Covid-19 pandemic across the whole borough. This will have a positive impact and should improve the lives of residents who can benefit from the investments. Given the broad nature of the potential services and interventions it is likely that there will also be positive benefits for people with other protected characteristics than age, disability or carers, though these have not been specifically targeted or identified.

All the investment proposals underpinned by a grant agreement or covered through existing contractual arrangements will be subject to regular monitoring against delivery of the anticipated outcomes. Monitoring will include details of the cohorts being supported and will specifically ask for and consider equalities data captured by the delivery organisation. This will also be the case for any Council services directly delivering services or interventions.

State Protected

Action/Target	Characteristics as listed below	Target date (MM/YY)
Ensure that grant agreements and contract variations are in place to support externally provided services and that these agreements provide regular monitoring information including details of the cohorts supported and the relevant protected characteristics.	A,D & C – potential for S, GR, RE, RoB, SO, PM and CPM	October 2021
Monitor the attainment of required outcomes and identify any emerging barriers or issues which may disadvantage any individual or group of people with specific protected characteristics from benefiting from the investment proposals.	A,D & C – potential for S, GR, RE, RoB, SO, PM and CPM	December 2021
Act on any gaps identified and consider use of the proposed delegated authority to the Director of Public Health with agreement from the Section 151 Officer to commit the unallocated COMF funding, and any underspend from approved allocations, in line with grant conditions to mitigate them.	A,D & C – potential for S, GR, RE, RoB, SO, PM and CPM	December 2021

***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
Anne Marie Lubanski	Strategic Director, Adult Care, Housing and Public Health	
Cllr David Roche	Cabinet Member for Adult Social Care and Health	

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant**

<p>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	14 th July 2021
Report title and date	Proposals for use of the Contain Outbreak Management Fund (COMF) to aid the Council's on-going response to Covid-19 and to support recovery in the borough from the impacts of the pandemic - Cabinet 16 th August 2021
Date report sent for publication	2 nd August 2021
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

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?	Impact Unknown				
Emissions from transport?	Impact Unknown				
Emissions from waste, or the quantity of waste itself?	Impact Unknown				
Emissions from housing and domestic buildings?	Impact Unknown				
Emissions from construction and/or development?	Impact Unknown				
Carbon capture (e.g. through trees)?	Impact Unknown				

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

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

The overall carbon impact of the proposals is unknown, but on the whole considered to be low. It is proposed that once Cabinet have confirmed which proposals will go ahead that Carbon Impact Assessments are carried out for the individual projects that are to be taken forward.

Supporting information:

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

Ben Anderson,
Director of Public Health,
Adult Care, Housing and Public Health.

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]

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Committee Name and Date of Committee Meeting

Cabinet – 16 August 2021

Report Title

The Location of Parkhill Lodge Residential Service

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

Yes

Strategic Director Approving Submission of the Report

Anne Marie Lubanski, Strategic Director of Adult Care, Housing and Public Health

Report Author(s)

Ian Spicer, Assistant Director of Adult Care and Integration

ian.spicer@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

This report provides an update on the delivery of the Parkhill Lodge Residential care service which moved to Lord Hardy Court residential care home on the 22nd October 2020 because of the additional risks posed by the COVID pandemic. This was due to the layout and facilities of the building resulting in the inability to safely meet infection control requirements at Parkhill Lodge.

- The proposal is that the Council continues to provide the Parkhill residential service from Lord Hardy Court in the medium term due to the ongoing COVID infection control risks and overall condition of the building. Further options for the service will be part of a wider transformation proposal later in the year.
- A formal consultation exercise lasting 6 weeks will be undertaken to determine the wishes of those who have support from the service and their families, carers and advocates as regards to continuing to locate the service at Lord Hardy Court.

Recommendations

1. That Cabinet agree to a six week consultation with service users and their families on the proposal to continue to provide the Parkhill residential service from Lord Hardy Court in the medium term, due to the ongoing COVID infection control risks and overall condition of the building.
2. That the outcome of the consultation and any subsequent recommendations be brought back to Cabinet in November 2021.

List of Appendices Included

Appendix 1 – Overview of Parkhill lodge site
Appendix 2 – Part A Equality Screening
Appendix 3 – Part B Equality Screening
Appendix 4 – Carbon Impact Assessment

Background Papers

<https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings>

Appendix 5 Covid 19 guidance and interpretation/ consideration of needs in relation to Parkhill lodge relating to Infection Prevention and Control.
Appendix 6 Risk assessment - Infection Control
Appendix 7 Building – Health & Safety Report

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

The Location of Parkhill Lodge Residential Service

1. Background

- 1.1 Parkhill Lodge is a residential care home for adults with a Learning Disability situated in Maltby, originally built as a Hostel to provide temporary accommodation.

The key features of the building are:

- It can provide support for up to 22 people and was built in 1976 as a Hostel for people with a learning disability
 - The service was rated as “Good” in 2018 by CQC and considered to be “Safe, effective, caring, responsive”.
- 1.2 On 22nd October 2020, a significant Covid-19 outbreak occurred at Parkhill Lodge. 12 Residents were infected and positive tests in the staff team led to staff having to isolate, rendering the service unsafe.
- 1.3 The building design and layout was unsuitable to safely care for the number of residents who tested positive and prevent further transmission. This was compounded by unsafe staffing levels due to the levels of infection.
- 1.4 A strategic management decision was made to urgently move the residents to an empty pavilion at Lord Hardy Court on the grounds of limiting the spread of infection, health and safety and to ensure that the service continued, as otherwise the residents may have been accommodated across a range of provision resulting in their separation to keep them safe.
- 1.5 This decision was endorsed by the formal Incident Management Meetings (IMTs) process which was part of the Covid Response to all outbreaks.
- 1.6 Staff, residents, and families were informed that the initial stay at Lord Hardy Court would be until the end December 2020 to ensure adequate closure time for the outbreak infection risk to subside.
- 1.7 As the country subsequently went into a national lockdown a further decision was made to extend this period. It was not in the best interests of staff or residents to return to the Parkhill Lodge building and risk a further outbreak and/or requirement to move again due to infection prevention and control measures not being adequate. On 14th January 2021, a letter was sent to relatives, and residents and staff were informed of this and that no further decision would be made until the national lockdown came to an end.
- 1.8 As the government has published its roadmap to ease lockdown restrictions in England, the Council is now able to review the decision for people from Parkhill to temporarily reside at Lord Hardy Court.
- 1.9 In May 2018, Cabinet approved the vision and strategy for people with a learning disability. As Adult Care is currently in the process of the transformation of services and support for people with a learning disability in

line with the learning disability vision *My Front Door and* learning from the consultation with people and families conducted in 2018, any new decision made will only relate to the medium term.

1.10 This is the first time the building has been empty which has enabled the Council to carry out a thorough survey of the site without disturbing existing residents. The proposal to continue provision of the service at Lord Hardy Court pending the outcome of the consultation, would allow for future service and building design to be developed and consulted upon.

1.11 It is important to note that in May 2018 Cabinet agreed the vision for Rotherham's Learning Disability Services following consultation. Since then, the Council has been working to a range of key objectives. The Council:

- Will provide high quality care and support to people with a learning disability and their families.
- Will actively promote people's wellbeing, helping them have a good life and be as independent, healthy and well as possible.
- Will be more diverse so all people with a learning disability in Rotherham, whatever their age, background, or level of need, will have more choice in their support.
- Will move away from traditional building based or institutional form of support and will focus on support, which is personalised, flexible and meets people's individual needs.
- Will help people work together and pool their personal funds so they can share their support and sustain meaningful and rewarding relationships.
- Will provide the best value for the people of Rotherham.

Any decisions or outcomes by the Council regarding people with a learning disability will adhere to these principles.

2. **Key Issues**

2.1 **Impact of Covid-19**

Covid-19 has presented challenges to Parkhill residents in that the layout and facilities of the service prevents the necessary preventative infection measures from being fully effective. This is partly due to small bedrooms and shared toilet and bathroom facilities by way of example. Following an outbreak of Covid-19 in October 2020 all seventeen residents were temporarily moved to Lord Hardy Court a Council run residential care home in Rawmarsh. Following the initial move a more detailed study by Health & Safety was undertaken on the 25th February 2021 (See appendix 3). The key findings of the Infection Control report and aligned risk assessment are listed below:

- Lack of ventilation, particularly on corridors poses a high risk to limit and control the spread of infections.
- Due to the nature of the building and shared living spaces within the home the service cannot protect service users who have not been exposed to Covid 19 and any other airborne virus.

- People with learning disabilities may be at greater risk of infection because of other health conditions or routines and/or behaviours.
- The building does not have any en-suite facilities. These are essential for personal hygiene and to prevent and limit the spread of infections.
- The roll out of the COVID-19 vaccination programme has reduced the potential impact of residents and staff members suffering from COVID-19. If a decision was made for residents and staff to return to the building this could not happen until second vaccinations have taken place and government guidance re vaccinations for care home workers implemented and all visitors.
- Parkhill Lodge does not have the facilities to isolate residents who have tested COVID-19 positive. This is a key required component of the Government's four pillar approach to controlling the spread of infection.
- Communal areas in the building would have to be utilised differently and keep the usage of shared areas/space limited to prevent overcrowding and safely accommodate everyone. These recommendations can only be implemented with the additional staffing resource.
- The current Parkhill Lodge staffing complement would not be adequate to support the safe return of residents to the building and achieve effective infection control. Additional staffing resources would be required prior to residents returning. This includes, care assistants, night staff, cooks and domestics and totals 335 additional hours per week.

2.2 Engagement with People from Parkhill

Regular meetings are held to keep people up to date and find out how people are feeling about living at Lord Hardy Court rather than at Parkhill Lodge. Some residents have consistently expressed a view that they would like to remain at Lord Hardy Court, some people have expressed a preference to return to Parkhill Lodge, one of whom has since moved out into their own accommodation, and the remaining people did not have a preference.

2.2.1 There were concerns raised linked to Covid-19 lockdown restrictions e.g. limited activities/access to the community, rather than the physical environment and care and support provided.

2.2.2 What do people prefer about Lord Hardy Court?

- Really enjoy the food
- Like to be active in the building and supporting meal preparation.
- Enjoy having their own ensuite bathrooms
- Enjoying using their own rooms as now have more space

Everyone was able to say they felt safe.

2.2.3 What would residents like to change?

People would like to have more activities, especially outside. This has been compounded by the fact that at the time they had not returned to day services due to Covid restrictions.

- 2.2.4 People have been returning to day services since April 2021 and this will ensure greater staffing capacity to provide a wider range of activities for those residents who do not attend day services.
- 2.2.5 In addition, two staff from day services have been allocated to visit LHC twice weekly specifically to support activities. The choice and range of activities will widen as the Council progress through the Governments recovery roadmap.
- 2.2.6 One person who was missing her 'Flat' at Parkhill and that she likes to do her own washing and ironing, staff are now supporting and encouraging these activities to promote further independence.
- 2.2.7 There is access to outdoors and people outside for by staff if required, anytime as they wish, all the bedrooms have windows that can be opened and the residents of PHL have the use of the sun lounge, This has two double glass doors that open up onto a decked area.

2.3 Building Challenges

The Parkhill building is ostensibly in good condition however, there are the following considerations.

- Outdated building not offering a lifestyle attractive to younger adults, with many shared bathrooms.
- Small bedrooms – limiting space for personal possessions
- Needs an estimated £189,000 to be spent within the next 5 years on updating the heating system and replacing rotten timberwork.
- Materials containing asbestos are present. This limits safe and ready access for ongoing maintenance. Removing and replacing the asbestos would require temporary closure.
- Concrete frame, structural walls and shallow floorplan severely limits the scope for extensive re-design work.
- Complete modernisation would necessitate a re-build which would take a minimum of 18 months and may not offer value for money as it would not be able to accommodate the same level of residents. A 22 bedded service model would not be deemed permissible under current CQC regulations as does not fit the national direction of smaller more personalised accommodation.

2.4 Consultation

2.4.1 Consultation must take place at a time when the proposal is still at a formulative stage.

There is no definite decision to close Parkhill and that there is a need to move to a formal decision. With the need to plan for the future and following receipt of various reports from building management and public health the Council is now at a stage of needing to formulate a decision and as such it is now correct to go out to the people from Parkhill, family, carers and advocates and consult

about the closure of the site.

2.4.2 Must give sufficient reasons for any proposal to permit intelligent consideration and response.

The reasons for closure of the site are clear and the reasons centre around building construction and ability of the building to be Covid secure. Therefore, there is the need to set out that consideration is now being given to close Parkhill.

2.4.3 Adequate time for consideration and response

The consultation does not need to be an LD service wide consultation and can be limited to the residents, immediate family and carers who have an immediate connection. This approach is endorsed by the decision of LH v Shropshire CC 2014. The actual length of consultation is up to the LA. In light of the some of the earlier work that has been done with existing residents a consultation period of 6 weeks is proposed and reasonable. The consultation will be targeted, and every person affected must be given a specific pack setting out relevant information as to why the LA states the building has to close. Information will be given in an accessible format for each person such as 'easy read'.

2.4.4 The outcome of the consultation must be considered when finalising a decision

There will be a record of and signed for packs for decision makers detailing that they have received all the information gathered in the consultation exercise. This will cover negative views and mitigation steps in relevant cases.

2.5 Advocacy

The Council contracts with advocacy services and peer led organisations. As appropriate the Council will use these services to develop and produce accessible information and ensure that support with co-production and self-advocacy is available to the Council whilst future services are in development.

3. Options considered and recommended proposal

3.1 Parkhill Lodge

The residents at Parkhill Lodge are now residing at Lord Hardy Court and a decision is required on the continued service location. The following options are:

3.2 Option 1. Relocate back to Parkhill Lodge.

- This presents major health and safety concerns due to requirements to mitigate the impact of Covid-19 being limited within the existing building.
- The building contains asbestos, has challenges with the heating system, design and contains only shared bathrooms.

- The model does not fit with current CQC regulations for new services

3.3 Option 2. Parkhill Lodge remains closed and the service continues to be provided at Lord Hardy Court whilst a consultation exercise is completed with those effected on continuing to locate the service in the medium term at Lord Hardy Court.

- This option would require the Council to continue to support 16 people at Lord Hardy Court which it has the capacity to do.
- The Parkhill staff team would continue to work at Lord Hardy Court, and they would need to be consulted with.

3.4

Option	Positives	Negatives
Option 1 Return to Parkhill Lodge	<ul style="list-style-type: none"> • This has been 'home' for many years, is familiar and a comfort zone • Some residents go out independently and are familiar with the local area • Two residents have stated they want to return • Located nearer to where staff live • Residents feel safe 	<ul style="list-style-type: none"> • Lack of ventilation poses a high risk to infection prevention and control • Building design and layout not suitable to manage/prevent spread of infection. • Small rooms • No ensuite facilities • Small communal areas • No facility to self-isolate/segregate in accordance with Govt four pillar approach, if an outbreak occurred likelihood that residents and staff would be required to leave the building and reside somewhere more suitable to stop the spread of the virus • Staffing levels not adequate to safely care for residents in a Covid safe manner within the building • Building improvements have been recommended prior to the building being reoccupied. This has both cost and time implications
Option 2 Remain at Lord Hardy Court for the medium term	<ul style="list-style-type: none"> • The building is an infection prevention and control safe environment for both residents and staff 	<ul style="list-style-type: none"> • Residents do not perceive Lord Hardy Court as 'home' • Main entrance has a security system which

	<ul style="list-style-type: none"> • Residents feel safe • Three residents would prefer to remain at Lord Hardy Court • Ensuite and modern facilities to support personal hygiene • On site management support 5 days per week • Good ventilation • More spacious environment • Large communal spaces • Facilities for residents to self-isolate if required • Overall larger staff compliment to support Covid safe working practices • Building better supports compliance with duty of care obligations (care facilities and environment, safety and wellbeing) 	<p>cannot be removed due to the safety of dementia clients who also reside at Lord Hardy Court. Parkhill Lodge residents are free to leave at any time but may need to ask for assistance with the key pad</p> <ul style="list-style-type: none"> • Internal doors to and from dining area are heavy and some have keypads therefore it can take longer to move residents around the building
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4 Consultation on Proposal

4.1 To facilitate the recommendations made in sections 3.1 of the report regarding the future of the Parkhill Lodge service locations, the Council will need to conduct a 6-week consultation exercise. The principles and approach to the proposed consultation are outlined below. The consultation should:

- Be clear, concise, be easy to understand and easy to answer
- Be informative, give enough information to ensure that those consulted understand the issues and can give informed responses
- Include validated impact assessments of the costs and benefits of the options being considered when possible
- Be targeted and so consider the full range of people, business and voluntary bodies affected by the policy
- Consider how to tailor consultation to the needs and preferences of people using the services, their families and carers

4.2 The results of the Consultation would help inform the immediate wishes of the

individuals most effected and enable the Council to begin to develop any future service proposals for further consultation.

4.3 Legal considerations pertaining to the consultation process proposed are addressed in section 7 of the report.

4.4 Cabinet approves the delivery of a 6-week consultation exercise as described to inform the ongoing location of the Parkhill Residential service.

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

5.1 The outcome of the consultation for a decision will be reported back to Cabinet in November.

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 **Financial Implications**

There is sufficient budget for the continued provision of the Parkhill Service at Lord Hardy Court. The financial implications for any long-term proposals will depend on the outcome of the consultation and is subject to a future report.

6.2 **Procurement Implications**

There are no direct procurement implications arising from the recommendations detailed in this report.

7. **Legal Advice and Implications**

7.1 The advice below relates to the Council undertaking a Consultation Exercise specific to Parkhill Lodge and to help determine the future of the Parkhill Lodge services:

7.2 **Consultation**

The Gunning Principle consist of four rules, which if followed, are designed to make consultation fair and a worthwhile exercise:

1. That consultation must be at a time when proposals are still at a formative stage.
2. That the proposer must give sufficient reasons for any proposal to permit of intelligent consideration and response.
3. That adequate time is given for consideration and response; and
4. That the product of consultation is conscientiously taken into account when finalising the decision.

7.2.1 There are two further points of law that the Council must also follow, and these will be particularly relevant in the Parkhill Lodge consultation given that the customers using the service will have varying degrees of cognitive impairment

as they will have a diagnosis of a Learning Disability or Autism: -

5. The degree of specificity with which the Council should conduct the consultation exercise may be influenced by the identity of those whom it is consulting; and
6. The demands of fairness are likely to be higher when an authority contemplates depriving someone of an existing benefit or advantage than when the claimant is a bare applicant for a future benefit.

7.3 Timings and Reporting

The standard minimum time-period for a consultation exercise is around 12 weeks however there is flexibility around this with Government guidance emphasising a proportionate and targeted approach. It is up to the Council to decide what a 'proportionate amount of time' is but consulting too quickly may not give enough time for consideration and will reduce the quality of responses, so there is a danger that the Council would breach Gunning 3 above.

- 7.3.1 The recommendation of a 6-week consultation is because: 1) Number of residents is 16, 2) That each resident will be provided with an individual easy read pack and will be supported by an advocate to provide their response to this consultation exercise, 3) That immediate family will also be provided with a consultation documentation and 6 weeks gives them sufficient time to consider and respond to the documents provided.
- 7.3.2 It is also worth noting that if the consultation period falls over a holiday, then consideration should be given to a longer consultation for allow for time when people may be away and not have had the opportunity to respond.

7.4 Learning from the previous Consultation

Challenges were made based on the scope of the questions asked, options presented, and the final report. A challenge was also raised regarding PSED - Public Sector Equality Duty – grounds. In essence this required that the Council should be clear from the consultation process that the Cabinet were both aware of the duty and paid due regard to the potential impact of the proposals under consideration upon those with protected characteristics and if so, on the basis of what material (report pack).

- 7.4.1 None of the challenges were upheld by a judge partly due to the rigour of the approach and use of independent help – Speak Up and Accepe. The Judges summing up provides a good marker as to what can strengthen the legality of any consultation and any council led exercise will need to be mindful of them.
- 7.4.2 A full Equality Analysis ("EA") must be completed as part of the overall consultation process and be included in the final decision report. In addition, any report must be published no later than 12 weeks after the end of the exercise.

8. Human Resources Advice and Implications

- 8.1 The staffing establishment supporting the current Learning Disability service model will need to be reviewed in line with the transformation of the service. As such a robust consultation will need to commence with all affected employees as per Council policy on restructure and change management.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 The new delivery models for Learning Disability and Autism services outlined in this report, and the co-produced service specifications (including for Physical Disability services and Mental Ill-health), will improve the service offer for all the adult cohorts supported by the Council. The proposals contained within this report support positive steps to meet objectives in the Council Plan to develop alternatives to traditional care, maximise independence and stimulate the market requirement in terms of the Joint Health and Wellbeing Strategy (Priority 2 - Promoting independence and self-management and increasing independence of care for all people).

- 9.2 Young People who are in Rotherham's Preparing for Adulthood Cohort are in scope, though the impacts of the proposed changes will be for people aged 18 and over. The Strategic Preparing for Adulthood Planning Group will oversee the new delivery models, and this will ensure better outcomes for young people who have SEND, mental health, physical and complex needs.

- 9.3 For all young people to:

- Grow up prepared for the future.
- Have improved health and wellbeing.
- Be able to exercise control over the support they receive.
- Be able to receive support locally from a range of services that everyone values.
- For all young people to have an opportunity have their own 'front door' - Ensure the right support is in place based on where the young person lives

10. Equalities and Human Rights Advice and Implications

- 10.1 The proposals in this report support the Council to comply with legal obligations encompassed in the:

- Human Rights Act (1998), to treat everyone equally with fairness dignity and respect with a focus on those who are disadvantaged as a result of disability and
- Equality Act (2010) to legally protect people from discrimination in the wider society.

- 10.2 The Equality Analysis provides further detail, though the primary focus of the proposal will be to support the organisations who provide services to people with Disabilities and Long-Term Conditions together with their Unpaid Carers as the services form part of the Council's statutory duties under the Care Act 2014.

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

11.1 Nil – proposal is for a targeted consultation exercise.

12. **Implications for Partners**

12.1 The funding responsibilities for the 16 people remains with the Council and local health care agreements are in place with Primary Care for people who live at Lord Hardy Court.

13. **Risks and Mitigation**

13.1 Risk 1: The depth and breadth of the consultation exercise and a challenging timeframe for design, delivery, and evaluation may mean that the project timescales slip.

13.2 Mitigation 1: For officers to work with advocacy / inclusion specialists to support the design phase ensuring accessibility. Engagement with officers in legal and policy and performance to ensure the consultation exercise in compliant with the Equalities Act 2010 and applicable case law regarding consultation.

13.3 Risk 2: Customers, their families and carers are not engaged or well informed in relation to the future vision and proposed operating models of services. They are also unaware as to the progress of the current transformation programme.

13.4 Mitigation 2: A new communication and engagement plan is developed to cover this next period of delivery see section. Co-production is embedded in visioning exercises using methodology and approaches to co-production successfully utilised in Transforming Care, LGS and ADASS sponsored programmes.

14. **Accountable Officers**

Ian Spicer, Assistant Director of Adult Care and Integration. Adult Care, Housing and Public Health. ian.spicer@rotherham.gov.uk

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp	02/08/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	29/07/21
Head of Legal Services (Monitoring Officer)	Bal Nahal	29/07/21

Report Author: Ian Spicer, Assistant Director of Adult Care and Integration
This report is published on the Council's [website](#).

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Appendix 1 – Parkhill Lodge Overview



Parkhill Lodge
Larch Road,
Maltby,
Rotherham,

- Residential Care for adults with LD
- Currently empty as residents temporarily moved to Lord Hardy Court
- Capacity for 22 beds built in 1976
- Rated as “Good” 2018 by CQC
 - Safe, effective, caring, responsive
- Old building with considerable surrounding land
- Generally in very good condition but not all parts of the building have been modernised or maintained to the same standard
- Also acts as short term accommodation for other people who prefer a more independent lifestyle and are waiting for supported housing to become available.

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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: THE LOCATION OF PARKHILL LODGE RESIDENTIAL SERVICE.

Directorate:
ACH&PH

Service area:
Strategic Commissioning

Lead person:
Ian Spicer

Contact number:
(01709) 823905

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

The report focusses on the council delivered LD Residential Service – Parkhill – and the proposals to undertake a Consultation exercise to help inform its future location.

Specifically the Cabinet report provides an update on the delivery of the Parkhill Lodge Residential care service which moved to Lord Hardy Court residential care home on the 22nd October 2020 due to the additional risks posed by the COVID

Appendix 2

pandemic. This was due to the layout and facilities of the building resulting, in the inability to safely meet infection control requirements at Parkhill Lodge.

- Proposal is that the Council continues to provide the Parkhill residential service from Lord Hardy Court in the medium term (up to a further three years) due to the current COVID infection control risks and overall condition of the building. Further options for the service will be designed and consulted on pending outcome of the consultation.
- A formal consultation exercise lasting 6 weeks is undertaken to determine the wishes of those who have support from the service and their families, carers and advocates as regards to continuing to locate the service at Lord Hardy Court.

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?	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 explain the reason

N/A

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

Appendix 2

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?**

These proposals will affect existing users of these services within the Borough. In terms of data about the cohort of ex Parkhill residents, all those currently residing at Lord Hardy Court all will be directly affected by the proposals in the Cabinet Report. To date extensive discussions have already taken place with both residents and staff and the proposed Consultation will enable all parties to express their views on the location of the current service. An Equality Analysis will provide an opportunity to consider in more detail the impact of the service changes and any necessary actions, taking into consideration all of the Protected Characteristics under the Equality Act 2010.

- **Key findings**

The proposal to consult on the location of services will enable resident, families, and staff to directly contribute to the discussions and decisions on the future of the service. It will help promote cooperation, trust, and ensure that service decisions reflect the choices of those most impacted.

- **Actions**

The Consultation will be delivered and designed in such a way that the stakeholders can all contribute effectively and in a way that is tailored to their particular circumstances and understanding. Special attention will be paid to the design of supporting information, questions about choice, and the tools used to convey messaging, so it is understood and accessible by all.

Date to scope and plan your Equality Analysis:

July 2021

Date to complete your Equality Analysis:

July 2021

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

Jo Hinchcliffe, Service
Improvement & Governance
Manager
Adult Care, Housing and Public
Health Directorate

5. Governance, ownership and approval

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

Name	Job title	Date
Ian Spicer	Assistant Director, Adult Care & Integration	July 2021
Steve Eling	Policy and Equalities Manager	23/07/21

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	16 th July 2021
Report title and date	THE LOCATION OF PARKHILL LODGE RESIDENTIAL SERVICE 16TH AUGUST 2021
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	23/07/21
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	23/07/21

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: THE LOCATION OF PARKHILL LODGE RESIDENTIAL SERVICE.	
Date of Equality Analysis (EA): 17 th July 2021	
Directorate: Adult Care, Housing & Public Health	Service area: Strategic Commissioning
Lead Person: Ian Spicer - Assistant Director, Adult Care & Integration	Contact number: (01709) 823905
Is this a: <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;"> <input type="checkbox"/> Strategy / Policy </div> <div style="text-align: center;"> <input checked="" type="checkbox"/> Service / Function </div> <div style="text-align: center;"> <input type="checkbox"/> Other </div> </div> <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 (eg service user, managers, service specialist)
Jo Hinchcliffe	RMBC	Service Improvement & Governance Manager Adult Care, Housing and Public Health Directorate
Julie Moore	RMBC	Head of Service – Provider Services Adult Care, Housing and Public Health
Ian Spicer	RMBC	Assistant Director, Adult Care & Integration

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)

The change to the delivery location of the Parkhill service has already directly impacted individuals who have a Protected Characteristic. These key stakeholders are people with disabilities who are currently accessing services and who are funded by Adult Care and/or the CCG. The historic change has also impacted on the Carers, families, RMBC staff, and people who provide informal support.

The intended outcome is that all of those impacted by the recent change in the location of delivery for the Parkhill service have the opportunity to feedback on its future location. This will enable the Council to take due consideration of their views, concerns, and preferences when deciding on the services future.

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

Parkhill Lodge is a residential care home for adults with a Learning Disability situated in Maltby.

The key features of the building are:

- It can provide support for up to 22 people and was built in 1976 as a Hostel.
- The service was rated as “Good” in 2018 by CQC and considered to be “Safe, effective, caring, responsive”

Data regarding the Learning Disability cohort in Rotherham:

Data is available for 767 customers aged over 18 in the Learning Disability/Autism client group accessing 1349 placements/services. Some customers access more than one service. Data is captured on the Adult Care LAS system.

Data regarding the Learning Disability cohort at Parkhill:

<p>Disability: All people accessing the services identify with a disability, with a primary client group identified as Learning Disability and/or Autism.</p>	
<p>Are there any gaps in the information that you are aware of? The services are available to all who have an assessed need regardless of the Protected Characteristics.</p> <p>Data in relation to Gender Reassignment, Pregnancy and Maternity and Sexual Orientation have not been captured.</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>The policy outlined in the Cabinet Paper is to directly consult on the recent service changes with those in the LD community directly impacted. This represents a check on the impact of the recent changes and a route to determining what they feel about the future.</p> <p>Equality information on protected characteristics is routinely collected as part of the referral and assessment process for individuals accessing the service and recorded on LAS, which is the adult social case management system. These processes also afford an opportunity for feedback to be provided by the cared for person and staff to Adult Social Care staff on the quality of service provision they receive.</p> <p>People using the services and their families also have the option to make a formal complaint regarding the quality of the care or pertaining to issues with systems and processes aligned to it through the Council's or the Provider's complaints process.</p> <p>For more serious concerns, Safeguarding and Whistle Blowing policy and procedures are in place and followed.</p> <p>The Care Quality Commission (CQC) also regulates the services.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Engagement with People from Parkhill:</p> <p>Regular meetings have been held to keep up to date with how people (staff & residents) were feeling about living and working at Lord Hardy Court rather than at Parkhill Lodge. Some residents have consistently expressed a view that they would like to remain at Lord Hardy Court, some people have expressed a preference to return to Parkhill Lodge, one of whom has since moved out into their own accommodation, and the remaining people did not have a preference.</p> <p>There were concerns raised linked to Covid-19 lockdown restrictions e.g. limited activities/access to the community, rather than the physical environment and care and support provided.</p>

	<p>Additional Findings:</p> <p><u>What do people prefer about Lord Hardy Court?</u></p> <ul style="list-style-type: none"> • Really enjoy the food • Like to be active in the building and supporting meal preparation. • Enjoy having their own ensuite bathrooms • Enjoying using their own rooms as now have more space <p>Everyone was able to say they felt safe.</p> <p><u>What would residents like to change?</u></p> <p>People would like to have more activities, especially outside. This has been compounded by the fact that at the time they had not returned to day services due to Covid restrictions.</p> <p><u>What don't residents like about Lord Hardy Court?</u></p> <p>Initially there were issues with locks on the doors and these were deactivated and since removed altogether.</p> <p>There is access to outdoors and people can go outside for walks supported by staff if required, anytime as they wish, all the bedrooms have windows that can be opened and the residents of PHL have the use of the sun lounge, This has two double glass doors that open up onto a decked area.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Detailed above</p>

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

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

The proposal in the Cabinet Paper will directly impact the users of the Parkhill Residential Service by informing where the service is located and it meets the needs of the LD

community by directly involving them, their families, and staff in this choice.
<p>Does your Policy/Service present any problems or barriers to communities or Groups?</p> <p>The Consultation process outlined in the Cabinet Paper will help determine if the new location of the Parkhill service presents any problems to the LD residents, families, and RMBC staff.</p>
<p>Does the Service/Policy provide any positive impact/s including improvements or remove barriers?</p> <p>By undertaking a Consultation on the recent changes it is hoped that relationships between staff, council, and Parkhill residents are strengthened. It will help demonstrate that the council places service users, their families, and the LD community at the heart of their decision making process and so promote mutual trust.</p>
<p>What affect will the Policy/Service have on community relations?</p> <p>It is anticipated that the process and outcome of this proposal will have a positive impact on the community and the relationship between the Council and the Learning Disability Community in particular.</p>

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

5. Summary of findings and Equality Analysis Action Plan

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

Title of analysis: July 16th, 2021
Directorate and service area: Adult Care, Housing & Public Health, Strategic Commissioning
Lead Manager: Ian Spicer
Summary of findings:
The Equality Analysis has been completed to ensure that people using the Parkhill Service are fully and fairly involved and consulted upon regarding the service's long-term location. It is acknowledged that care will need to be taken in the design of the consultation programme so that people's views can be properly captured using tools and techniques that make the process effective, inclusive, and accessible to all.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Consultation to cover 30 days and to be fully inclusive and so include the views of residents, staff, and their families.	Primary focus on D, C,	September 2021 Delivery Phase
Design process to take account of protected characteristics in terms of supporting information, questions posed, and tools used to communicate.	Primary focus on D, C,	July/August 2021 Design Phase
Project Team to use learnings/methodology from previous consultations and to seek expert advice from Speakup our advocacy partner. The council's guidelines on undertaking consultations will be used as a background reference document to ensure the process is effective, legal, and compliant with agreed policy.	Primary focus on D, C,	July/August 2021 Design Phase

Project Team to ensure that consultation results are reported in a clear, representative, and balanced form back to Cabinet. Feedback from the 2018 consultation report will be reviewed and reflected in the approach.	Primary focus on D, C,	October 2021 Reporting Phase
Project Team to ensure that consultation results are shared with all stakeholders in a timely fashion and using tools/techniques that take account of individual circumstances and protected characteristics. Advice, where required, will be sought from Speakup.	Primary focus on D, C,	October 2021 Reporting Phase

***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
Ian Spicer	Assistant Director, Adult Care & Integration	22/07/21
Anne Marie Lubanski	Strategic Director of Adult Care, Housing and Public Health	13/07/21
Cllr David Roache	Cabinet Member for Adult Social Care & Health	22/07/21

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	16 th July 2021
Report title and date	THE LOCATION OF PARKHILL LODGE RESIDENTIAL SERVICE – 16.08.21
Date report sent for publication	23 rd July 2021
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	23 rd July 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
Proposal is to carry out a targeted consultation exercise					
Emissions from non-domestic buildings?	nil				
Emissions from transport?	Minimal		People traveling to engage with the consultation exercise		
Emissions from waste, or the quantity of waste itself?	nil				
Emissions from housing and domestic buildings?	nil				
Emissions from construction and/or development?	nil				

Carbon capture (e.g. through trees)?	nil				
Identify any emission impacts associated with this decision that have not been covered by the above fields:					

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

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Ian Spicer Assistant Director Adult Care & Integration
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]	

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Committee Name and Date of Committee Meeting

Cabinet – 16 August 2021

Report Title

Pathways to Care: Extensions and Adaptations to Homes of Foster Carers, Special Guardians and Adopters – (revised policy 2021)

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

Yes

Strategic Director Approving Submission of the Report

Suzanne Joyner, Strategic Director of Children and Young People's Services

Report Author(s)

Rebecca Wall – Head of Service LAC

Ailsa Barr – Assistant Director Children's Social Care

Ward(s) Affected

All

Report Summary

The Pathways to Care Policy's primary goal is to provide a pathway to increase the physical capacity, through accommodation, of a carer to care for a looked after child or to enable a child to be permanently discharged from care. This policy has been in place since 2012, and there is capital funding agreed to support the pathways to care policy.

The Policy needs revising to allow for the inclusion of council housing properties, as the current policy applies to only to private homeowners. This revised policy enables RMBC to support to a broader range of carer/proposed carers for looked after children. The revised Policy (attached at appendix 3) sets out at 1.3, 2.7 and 2.9 the amendments proposed, to allow inclusion of extension to council homes where this will involve the long-term/permanent care of a looked after child being secured.

Recommendation

That the amendments to the policy are agreed, which clarifies that the policy also applies to council homes.

List of Appendices Included

Appendix 1 - Equality Analysis Report

Appendix 2 - Emissions Impact Assessment

Appendix 3 – Pathways to Care amended Policy

Background Papers

None

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

Yes

Exempt from the Press and Public

No

Pathways to Care: Extensions and Adaptations to Homes of Foster Carers, Special Guardians and Adopters – (revised policy 2021)

1. Background

- 1.1 The Pathway to Care Policy was approved by Cabinet in 2012 and was extended in May 2015 and then in again in 2019. This is the first full revision since this date. The Policy sets out the criteria adopted by the Local Authority to provide funding to Local Authority Foster Carers and Adopters to extend their home, or to part fund new home purchases, where it is necessary to do so to meet the needs of looked after children.
- 1.2 The revised Policy will be applicable to people within the family and friends network of the child who would offer care to that child to either prevent the child from becoming looked after or to support a child ceasing to be looked after but for the lack of available bedroom space.
- 1.3 The capital programme for 2019/20 & 2020/21 approved new funding of £3.2m profiled at £0.64m per annum over 5 years, which added to the balance of the original funding gives a total capital funding of £3.43m at the start 2020/21.
- 1.4 Since 2012 several carers have received this financial support evidencing that this Policy not only benefits children and their care, but to also adds further benefit to the Local Authority. The initial benefits saw an increase in terms of creating additional foster placements, and over the past 3 years particularly supporting a child to be discharged from care and to gain legal permanence through the making of special guardianship orders. The position was that without the application of Pathway to Care process the carers would not have had sufficient adaptations, bedroom or living space, meaning children would have remained in care.
- 1.5 The 2021 Policy has been revised to reflect the processes to support a consistent approach meaning that as well as private properties being included council homes will also be considered to be extended to support the long-term and permanent care of looked after children.

2. Key Issues

- 2.1 This policy sets out the criteria adopted by the Local Authority to provide funding to Local Authority foster carers and adopters to extend their home, or to part fund new home purchases, where it is necessary to do so to meet the needs of looked after children. The Policy is also applicable to people within the family and friends network of the child who would offer care to that child to either prevent the child from becoming looked after or to support a child ceasing to be looked after but for the lack of available bedroom space.
- 2.2 The revision to the Policy will enable funding to be used to extend council owned homes where the tenants will be providing permanent care to Rotherham Looked after Children or where those children would become looked after in the event that the care arrangement proposed was not

available. The revised Policy (attached at appendix 3) sets out at 1.3, 2.7, 2.9 and 2.14 the amendments proposed to allow council homes to be extended, where this will involve the permanent care of a looked after child being secured.

- 2.3 The Policy covers all requests for home extensions and adaptations from Rotherham Local Authority Foster Carers, Adopters, prospective Special Guardians (SGO) and family carers via a Child Arrangement Order (CAO). The Policy also provides opportunity to support carers in the purchase of a new home where extension of their own home is not financially viable (i.e. an extension would cost far in excess of a larger property. This option allows the Local Authority to achieve best outcomes via securing permanency and stability with either current carers, family or connected persons. The Policy supports achieving best value for money whilst still ensuring that carers have enough space to care for children. The Policy also covers all such requests from foster carers, adopters and special guardians registered with other local authorities, and independent or voluntary agencies where the foster carers or adopters are caring for or considering caring for Rotherham looked after children *on a permanent basis* i.e. where the extension/adaptation would support the discharge of a child from care and offer a plan of legal permanence.
- 2.4 Wherever an existing Council tenant has their home extended under this policy, Housing Services will re-calculate the default rent on the property. The increase in rent payable however is only enforceable once the tenant has agreed a new tenancy arrangement (if they have a fixed term tenancy) or if they have left the property and it is re-let. In the event that the tenant exercises their right to buy the property the valuation will be higher and would impact of the price paid by the tenant.
- 2.5 This revised Policy is designed to support the Local Authority in meeting its legal duty to provide sufficient accommodation for looked after children. There is also a requirement for the Local Authority to ensure that looked after children are placed in foster, special guardianship or adoptive homes with their siblings, unless an assessment has been completed that concludes it is not in the best interests of one or all siblings to live together.
- 2.6 Alternatively, the Policy can be implemented to support a child to be discharged from care via a plan for permanence where lack of bedroom space would otherwise be a prohibitive factor.
- 2.7 Any projects agreed will be subject to legally binding contracts between the foster carers/adopters/special guardians and Rotherham Metropolitan Borough Council with a sliding scale of payback should the increased capacity not be delivered or in the event of placement breakdown or carers terminating their registration (see Policy section 2.15). In addition, legal advice will be sought on a case by case basis to see if a change or restriction on the title of the property owned by a foster carer or family based carer is needed to secure the repayment obligation.
- 2.8 In the case of home extensions and adaptations and new home purchases,

funding will only be provided to cover the costs of the most cost-effective way to achieve the required additional living space.

- 2.9 To support maximising the impact of the Pathways to Care budget, all potential avenues for supporting funding any extension adaption or home move should be explored. This includes liaison with Housing Services regarding any council owned properties and exploration of the Disabled Facilities Grant (DFG) where the young person has a disability.
- 2.10 The impact of progressing this policy are that:
- There will be a positive impact on the Placement Sufficiency Strategy and the Demand Management Strategy.
 - Children have opportunity to live in a family-based placement.
 - This change will also enable maximisation of Council assets and funding streams between CYPS and Housing Services.
- 2.11 This revised policy will be disseminated amongst the CYPS team managers and Housing Services colleagues via Children Services Directorate Leadership Team.
- 2.12 This revised policy will be reviewed via the leadership of Children and Young Peoples Services every 12 months.

3. **Options considered & recommended proposal**

- 3.1 **Option 1** - Approve the revision to the Policy, which will allow the inclusion of council homes meaning maximisation of council assets and funding streams and equality of support for council tenants who can provide long-term and permanent care for looked after children.
- 3.2 **Option 2** - Leave the Policy as is (excluding council owned houses), which may have a negative impact on the Placement Sufficiency Strategy and the Demand Management Strategy, both of which could then preclude children having the opportunity to live in a family-based placement, as well as potentially impacting adversely on budgets.

4. **Consultation on proposal**

- 4.1 This changes to the Policy have been considered and developed in consultation with colleagues from Housing Services, Finance Department, Legal Services and Assets Management.

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

- 5.1 The agreement to fund a further 5 years of the Pathways to Care was agreed in January 2019. Following review this updated policy in April 2021 proposes all future decision making around Housing Services priorities follows the proposed processes.
- 5.2 Once Cabinet agreement is secured, this policy change can be implemented.

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 Extensions and adaptations to properties is seen as a method of providing cost effective placements for children and enabling them to continue to reside in the local area. The capital programme for 2019/20 & 2020/21 approved new funding of £3.2m profiled at £0.64m per annum over 5 years, which added to the balance of the original funding gives a total capital funding of £3.43m at the start 2020/21. The forecast spend in 2020/21 is £0.29m with a further £0.54m either allocated or indicatively allocated to projects for 2021/22. The budget has been managed to reflect expected commitments with the balances being re-profiled into later years. Any works planned against Housing Services' properties will result in the GF budgets being reduced and the equivalent value added to the Housing Services programme.
- 6.2 The current average cost of an in-house fostering placement is £15k. The average cost of an independent fostering agency placement is £44k. The annual cost avoidance between the two types of placement would be £29k.
- 6.3 The average cost of properties improved, or in the process of improving (21), since April 2015 is 77k (ranging from £30k to £200k). This means that the average project would payback in just over 2.5 years (based on avoiding an independent fostering agency placement).
- 6.4 The extension and adaptation of carer/ special guardian and adopters' accommodation is part of the directorates overall budget strategy to reduce CYPS placement costs.
- 6.5 For a council home the work required to establish viability of any project will be completed in conjunction with colleagues in Housing Services and require agreement by Housing Services senior leadership team followed by agreement by the S151 officer before work can commence. This reflects that the property is a council asset, and the project will be funded by Housing Services.
- 6.6 For Council properties the tenant may be eligible to exercise their Right to Buy. In these circumstances the property purchase price would be the higher of the valuation (taking into account the adaptations to the home) or the cost floor and therefore there would be a level of recoupment. If a tenant were to cease being a carer it may not be possible to collect the appropriate rent or reallocate the property. Any proposed extension would need to be funded from non-ringfenced RTB receipts.
- 6.7 In terms of accepting amendments to the Pathways to Care policy, there are no direct procurement implications. Procurement implications will arise at the time the Council engages an external contractor to undertake adaptation works. This engagement must be compliant with the Council's own Financial and Procurement Procedure Rules and the Public Contracts Regulations 2015 ("as amended").

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

- 7.1 The Local Authority has a duty to provide sufficient accommodation for looked after children as set out in the Children Act 1989. Section 22G of the 1989 Act requires local authorities to take strategic action in respect of those children they look after and for whom it would be consistent with their welfare for them to be provided with accommodation within their local authority area. In those circumstances, section 22G requires local authorities, so far as is reasonably practicable, to ensure that there is sufficient accommodation for those children that meets their needs and is within their local authority area.
- 7.2 The power to provide funding for home extensions and new home purchases in this case is to be found in The Regulatory Reform (Housing Assistance) (England and Wales) Order 2002.
- 7.3 In addition, agreements of this nature are made in accordance with the provisions of Section 17(6) and Schedule 2 of the Children Act 1989. Section 17 of the Children Act 1989 imposes a general duty on local authorities to safeguard and promote the welfare of children within their area who are in need and so far, as is consistent with that duty, to promote the upbringing of such children by their families. Where a child is assessed as having certain needs, the local authority should meet those needs through the provision of services to secure the welfare of the child. The range of services that the local authority can provide are not prescribed or limited to any list and essentially local authorities can provide anything which they consider necessary to safeguard and promote the welfare of children in their area. Under section 17(6) Children Act 1989 the services provided by a local authority in the exercise of function conferred on them by this section may include providing accommodation and giving assistance in kind or in cash.
- 7.4 ss22C(8) Children Act 1989 provides that a Local Authority must ensure that a child's placement allows the child to live near their home and enables siblings to reside together. This policy will allow the Local Authority to comply with this duty if the placement is assessed as appropriate if it were not for the lack of available bedroom space.
- 7.5 s22C(7) Children Act 1989 is clear that a Local Authority should give preference to a placement with an individual who is a relative, friend or other connected person over placement with a foster carer. This policy will allow the Local Authority to comply with this duty if the placement is assessed as appropriate if it were not for the lack of available bedroom space.
- 7.6 The power to provide funding for home extensions and new home purchases in this case is to be found in The Regulatory Reform (Housing Assistance) (England and Wales) Order 2002.
- 7.7 When funding has been agreed, Legal Services should be engaged to enter into the funding agreement referred to at paragraph 3.20 as soon as possible so that this element does not cause any delay.

8. Human Resources Advice and Implications

- 8.1 There are no anticipated Human Resources issues arising from this revised policy.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 The effective implementation of this policy will have a positive implication for looked after children as it will enable them to be placed with their siblings, be placed closer to their home or to be discharged from care to their permanent family.

10. Equalities and Human Rights Advice and Implications

- 10.1 As a result of the increased capacity provided to place children closer to home, with siblings or to be discharged from care this policy will fully support their human rights and, in the case of children with a disability, enhance their right to equality of care.

11. Implications for CO₂ Emissions and Climate Change

- 11.1 An impact assessment has been undertaken linked to the proposals contained within this report (Appendix 2).
- 11.2 The Emissions Impact Assessment form highlights there will potentially be an unknown/ low level of increased emissions where there is agreement to physically adapt or extend a residential property. This is hard to estimate as not every agreed application will involve construction and will be dependent on the property and needs of the child and family. This will be carefully considered and explored via the contracting process, with steps taken to mitigate and reviewed via the Pathways to Care group. ha.
- 11.3 In order to see the breakdown of potential impacts on emissions, please see Appendix 2 Emissions Impact Assessment form

12. Implications for Partners

- 12.1 There will be some financial risk to the wider Rotherham MBC as a result of the anticipated financial commitment. However, more effective management oversight should minimise these risks and, by virtue of reducing reliance on more costly privately provided placements this policy may prove to be cost effective.

13. Risks and Mitigation

- 13.1 The main risk would appear to be that placements are not sustained for an appropriate period of time subsequent to the extension/adaptation being completed. However, this risk has been mitigated by extending the pay-back period to 10 years.

14. Accountable Officers

Rebecca Wall – Head of Service Looked After Children

Approvals obtained on behalf of Statutory Officers:-

	Named Officer	Date
Chief Executive	Sharon Kemp	02/08/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	30/07/21
Head of Legal Services (Monitoring Officer)	Stuart Fletcher	26/07/21

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

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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: Pathways to Care :Extensions and Adaptations to Homes of Foster Carers, Special Guardians and Adopters – (revised policy 2021)

Directorate:
CYPS

Service area:
Looked after Service

Lead person:
Rebecca Wall

Contact number:

01709 822588
07867338542

Is this a:

☒

Strategy / Policy

☐

Service / Function

☐

Other

If other, please specify

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

The Pathways to Care Policy's primary and broadest goal is around providing a pathway to increase the physical capacity (accommodation) of a carer to care for a looked after child. The programme can therefore support finance to extend a property to support a child to remain in their birth family or connected network to support permanence for the child/ren.

This 2021 revision seeks to ensure there is inclusion of applications under the policy where the property is a Rotherham council tenancy.
This means that the criteria for whom can apply and remains unchanged from the 2019 revision.

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		

The policy seeks to clarify and make transparent the decision making and approval process in relation to pathways to care. The additions in relation to the ACH&PH processes and seeking Cabinet approval of this should support more timely decision making and benefit positively those making an application.

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 policy and its criteria have widened since its first agreement by commissioners in 2015 to recognise that permanence for looked after children can be supported via differing caring relationships. Initially the policy was primarily agreed to support extensions to foster carers or adopters, but this has broadened to reflect that kinship carers and connected people can also offer a family and home outside of the care setting, as part of a legal performance plan.

In my view we have therefore broadened the criteria to support greater opportunities in relation to equality and diversity.

The 2021 policy ensures that any carer in a council tenancy, has a right for consideration if they meet the criteria.

- **Key findings**

The policy seeks to clarify and make transparent the decision making and approval process in relation to pathways to care. The additions in relation to the ACH&PH processes and seeking Cabinet approval of this should support more timely decision making and benefit positively those making an application.

- **Actions**

There will be an annual review of applications made and progressed to inform if further actions, with maximising Equality and diversity being a consideration

Date to scope and plan your Equality Analysis:

NA

Date to complete your Equality Analysis:	NA
Lead person for your Equality Analysis (Include name and job title):	NA

5. Governance, ownership and approval

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

Name	Job title	Date
Rebecca Wall	Head of Children in Care	26.04.21

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	26.04.21
Report title and date	Pathways to Care :Extensions and Adaptations to Homes of Foster Carers, Special Guardians and Adopters – (revised policy 2021)
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	To progress to Cabinet on 21.06.21
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	04.05.21

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?	N/A	This proposal is for linked to domestic dwellings only	N/A	N/A	N/A
Emissions from transport?	Impact unknown	Given their will be a small number of extensions / adaptations to existing residential settings this will include some level of transport of supplies and contractors but is hard to estimate	Given their will be a small number of extensions / adaptations to existing residential settings this will include some level of transport of supplies and contractors but is hard to estimate	This will be explored as part of the contracting process with an aim to minimise	Ongoing monitoring / assessment via the Pathways to care group
Emissions from waste, or the quantity of waste itself?	N/A	There will be no significant changes to the amount of waste generated.	N/A	N/A	N/A
Emissions from housing and domestic buildings?	N/A	No impact	N/A	N/A	N/A
Emissions from construction and/or development?	Impact unknown	Environmental impact is considered as part of the planning and construction process	Environmental impact is considered as part of the planning and construction process.	This will be explored as part of the contracting process with an aim to minimise	Ongoing monitoring / assessment via the Pathways to care group

Carbon capture (e.g. through trees)?	N/A	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: Environmental impact is considered as part of the planning and construction process with an aim to minimise tailored to each adaptation Ongoing monitoring / assessment via the Pathways to care group

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Rebecca Wall Head of Service Children in Care CYPS
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]	

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CYPS

Pathways to care Policy

Updated 2021

Version: Draft 1

Date of Issue: March 2021

Revisions/additions identified by ***bold/italic*** text

1. Purpose of the Policy

- 1.1 This Policy sets out the criteria adopted by the Local Authority to provide funding to Local Authority foster carers, special guardians (SGO) or family carers via child arrangement order (CAO) and adopters to extend their home, or to part fund new home purchases, where it is necessary to do so to meet the needs of looked after children. The reason that the Policy extends to include special guardianship and child arrangement order is that this enables children to be discharged from care by enabling them to permanently live with people within the family and friends network of the child who would offer care to that child to either prevent the child from becoming looked after or to support a child ceasing to be looked after but for the lack of available bedroom space.
- 1.2 The Policy covers all requests for home extensions and adaptations from Rotherham Local Authority foster carers, adopters, prospective special guardians (SGO) and family carers via a Child Arrangement Order (CAO). The Policy also covers all such requests from foster carers, adopters and special guardians registered with other local authorities, and independent or voluntary agencies where the foster carers or adopters are caring for or considering caring for Rotherham looked after children *on a permanent basis* i.e. where the extension/adaptation would support the discharge of a child from care and offer a plan of legal permanence.
- 1.3 ***To ensure equality of opportunity and to maximise options for permanent care for looked after children the Policy includes the extension of council owned homes where the home is not large enough to provide appropriate accommodation for the child(ren) and no suitable alternative council property is available to enable the tenants to move home.***
- 1.4 This Policy is designed to support the Local Authority in meeting its legal duty to provide sufficient accommodation for looked after children. There is also a requirement for the Local Authority to ensure that looked after children are placed in foster, special guardianship or adoptive homes with their siblings, unless an assessment has been completed that concludes it is not in the best interests of one or all siblings to live together.
- 1.5 The Policy is designed to be intrinsically linked with the principles of the Demand Management Strategy and Placement Sufficiency Strategy by either increasing the number of placements available or by reducing the numbers of looked after children. It will, therefore, only be applicable where the funding provided will be used to provide the additional bedroom space that will:
 - Support a looked after child (LAC) to remain/move to an in-house placement as opposed to being placed with an external Out of Authority residential placement/IFA.

- Support extended family members/family friends to care for a child via a Special Guardianship Order (SGO) or Child Arrangements Order (CAO) where that child would otherwise become/remain LAC.
- Support extended family members/family friends to assume parenting responsibilities via SGO/CAO of a child who is currently LAC thus supporting them to be discharged from care. (For the purposes of this report all adults securing SGO/CAOs will be referred to as being 'Special Guardians').
- Support existing foster carers to increase their bedroom capacity to enable them to offer additional placement(s). This may include prospective carers in the process of being approved although no financial commitment will be made until their status as foster carers is approved by Panel.
- Support adoptive parents to adopt a child where the match identified is the most appropriate one but where that match could not be progressed due to a lack of bedroom space. This scenario is likely to occur but will not be limited to situations where a child is already adopted and their birth-parent subsequently has another child who also has a plan for adoption but where the adoptive parents would otherwise have insufficient bedroom space to adopt the further child.
- Support existing or prospective Short Breaks carers to provide accessible and suitable accommodation for children who are wheelchair users/need stair-lift etc where they would be unable to provide that care without that adaptation.

1.6 This Policy, which currently allows for funding to be provided to enable foster carers, special guardians, holders of child arrangement orders and adopters to increase their bedroom capacity, or in some circumstances to obtain an alternative larger home, is designed to increase the Local Authority's capacity to accommodate looked after children locally. It should provide additional capacity to secure permanence for sibling groups with foster carers and adopters. Alternatively, the Policy can be implemented to support a child to be discharged from care via a plan for permanence where lack of bedroom space would otherwise be a prohibitive factor.

1.7 Consideration of the provision of funding for home extensions/adaptations and part funding of new home purchases for foster carers, special guardians, and adopters will be given in the following circumstances:

- Where siblings are placed in a foster placement and the best plan for them, as endorsed via a statutory looked after children review, is to remain placed together in that placement, and where such a permanence plan cannot be implemented without the provision of an extension or alternative home due to an inadequate number of bedrooms.

- Where the best plan for a child, as endorsed via a statutory looked after children review, is to move to be fostered permanently by the foster carer of a sibling of his or hers, but where this plan cannot be implemented without the provision of an extension or alternative home due to inadequate bedroom space
- Where an existing foster carer has opted to continue to offer a home to a previously fostered child under the Staying Put arrangements but in doing so no longer has bedroom space to offer the foster placement which they are approved for and the carer would be enabled by the provision of additional bedroom space to offer further foster placements to adolescents who might otherwise be placed in Fostering Plus placements or independent sector provision.
- Where the best plan for a child, as endorsed via a statutory looked after children review, is to be placed for adoption with a sibling of theirs but this plan cannot be implemented without the provision of an extension or alternative home due to inadequate bedroom space.
- Where a home extension or adaptation or alternative home is essential to provide a permanence placement (SGO/CAO) to divert or discharge a child from being looked after and where this plan cannot be implemented in full due to a lack of bedroom space.
- Where, at the point of a child being admitted to care, an extended family member/family friend presents to assume the care of that child and where they would be otherwise appropriate to do so but for the lack of bedroom space being prohibitive i.e. as a direct alternative to that child becoming LAC.
- Where situations fall outside of the criteria set out above but where it is thought the proposal may be appropriate, the social worker should discuss the situation with the Head of Service for LAC prior to progressing the full approval process.

2. Approval process

- 2.1 Social Workers should make no commitment to any person who may possibly be eligible to financial support under this Policy prior to CYPS DLT approval having been formally provided.
- 2.2 The proposed carer should be advised not to initiate any building work until the funding for the extension work is approved. Furthermore, it should be made clear to them that the local authority will not accept liability for any work commenced or costs incurred prior to full approval, in writing, being given.
- 2.3 The allocated social worker for the child should establish along with their team manager that an adaptation/extension or assistance towards buying a suitable property is required, with all other options having been exhausted. This should

be agreed in discussions between the child's social worker, their team manager and/or the service manager for the case holding team and the head of service for LAC. A management decision record should then be placed on the child's casefile outlining the rationale for the decision.

- 2.4 Alternately the decision to explore a Pathways to Care application may be part of the child's Statutory Reviewing process in which case the Review minutes should have a clear record of the rationale for implementing the Pathways to Care process. These minutes should then be shared with the Head of Service for LAC to endorse the proposed access to the Pathways to Care Policy.
- 2.5 In light of any ongoing disagreement the matter should be escalated to the Assistant Director for consideration.
- 2.6 Once agreed the allocated social worker should liaise with the CYPS Asset Manager regarding the proposed extension. This needs to be in the form of the Pathways to Care Application Form and should consider the most cost effective way to increase capacity; either by extending/ adapting the current accommodation or supporting with the purchase of a more suitable property if this is more cost effective and meets the assessed needs of the child and carers. A site visit will then be arranged by the Asset Management Team to assess the feasibility of the plan.
- 2.7 ***Where the property is a council home consideration will be given to an alternative a larger council home being identified. In the event that this is not an option, liaison should be progressed with Housing Services by the CYPS Asset Manager at the point of the application made, to ensure any extension or adaption is agreed.***
- 2.8 Once there is agreement that the plan is a viable one, the allocated service manager will prepare a report for DLT. This will then be overseen and presented by the Head of Service for LAC. A copy of the feasibility study should be incorporated into the report and the report will clearly identify that the cost of the work has been identified as being able to be funded through existing budget. Taking into account the feasibility study DLT will set a budget for the works which will be set against the Pathways to Care budget.
- 2.9 ***For a council home the approval report will be completed in conjunction with colleagues in Housing Services and require agreement by Housing Services senior leadership team followed by agreement by the S151 officer before work can commence. This reflects that the property is a council asset.***
- 2.10 Following approval being obtained the social worker will then inform the CYPS Asset Manager so that the tendering process and the commissioning of the building work can be initiated.
- 2.11 However, if the agreed tender is subsequently found to exceed the amount agreed by DLT by more than 20% then the report will have to be re-presented

to DLT by the Head of Service and the Assets Management Team in order to get this additional amount approved.

- 2.12 From this point the Asset Management Team will assume lead responsibility for overseeing the work and verifying that it has been completed to the required standards. They will also be responsible for all financial transactions and oversight of the building project.
- 2.13 Any projects agreed will be subject to legally binding contracts between the foster carers/adopters/special guardians and Rotherham Metropolitan Borough Council with a sliding scale of payback should the increased capacity not be delivered or in the event of placement breakdown or carers terminating their registration. In addition legal advice will be sought on a case by case basis to see if a change or restriction on the title of the property owned by a FC or family based carer is needed to secure the repayment obligation as set out in section 2.15 below.
- 2.14 In the event that the foster carers, special guardians, family based carers or adopters, at their instigation, cease to offer the child placement/s for which the funding had been provided within a period of 10 years following the provision of funds the monies will be repayable to the Council at their discretion on the following basis:-
- 1st Year-100% repayable
 - 2nd Year- 90% repayable
 - 3rd Year- 80% repayable
 - 4th Year – 70% repayable
 - 5th Year – 60% repayable
 - 6th Year – 50% repayable
 - 7th Year – 40% repayable
 - 8th Year – 30% repayable
 - 9th year – 20% repayable
 - 10th year – 10% repayable
- 2.15 Given that no repayment charge shall be incurred where the young person has reached adulthood and has chosen of their own accord to move out of the family home then the circumstances in which this Policy is implemented for older children will have to be carefully considered to ensure there is likely to be some cost benefit to the local authority and some meaningful and tangible benefit to the young person. The main criteria for these recharges being

incurred will be where any decision made by the foster carers (e.g. to change their approval status or to move to a new house) that reduces their fostering capacity.

- 2.16 If the children are removed by RMBC due to safeguarding concerns no repayment charge will be incurred by the carers. As a result, it will be essential that the viability assessment of the proposed arrangements is as robust as possible so that there can be the requisite degree of confidence that placement will be a lasting one.
- 2.17 All foster carers, special guardian, family-based carers and adopters will be required to access independent legal advice before signing the legal agreement and before funds can be released and provide written evidence that this advice supports the application.

3. Provision of Funding

- 3.1 In the case of home extensions or adaptations, where funding is agreed it will not be provided directly to the foster carer / Special Guardian / adopter but will be used to pay contractors directly.
- 3.2 In the case of home extensions and adaptations that any building works are compliant with current planning law and Building Regulations. It will be a condition of the provision of funding that any building works are compliant with current planning law and Building Regulations. This should include a competitive contracting process.
- 3.3 In respect of an adaptation to a property outside of the RMBC area builders should be sought either from RMBC approved list or from the resident local authority's approved list where this is available. In out of area cases where we cannot identify suitable firms from the council's approved list, a waiver of contract procedures will be needed to facilitate the use of builders located in the area.
- 3.4 In the case of home extensions and adaptations and new home purchases, funding will only be provided to cover the costs of the most cost-effective way to achieve the required additional living space.
- 3.5 In order to support maximising the impact of the Pathways to Care Budget, all potential avenues for supporting funding any extension adaption or home move should be explore. This includes liaison with Housing Services regarding any council owned properties and exploration of the Disabled Facilities Grant (DFG) where the young person has a disability.

4. Legal Framework

- 4.1 The Local Authority has a duty to provide sufficient accommodation for looked after children as set out in the Children Act 1989. Section 22G of the 1989 Act

requires local authorities to take strategic action in respect of those children they look after and for whom it would be consistent with their welfare for them to be provided with accommodation within their local authority area. In those circumstances, section 22G requires local authorities, so far as is reasonably practicable, to ensure that there is sufficient accommodation for those children that meets their needs and is within their local authority area.

- 4.2 The power to provide funding for home extensions and new home purchases in this case is to be found in The Regulatory Reform (Housing Assistance) (England and Wales) Order 2002.
- 4.3 In addition, agreements of this nature are made in accordance with the provisions of Section 17(6) and Schedule 2 of the Children Act 1989. Section 17 of the Children Act 1989 imposes a general duty on local authorities to safeguard and promote the welfare of children within their area who are in need and so far as is consistent with that duty, to promote the upbringing of such children by their families. Where a child is assessed as having certain needs, the local authority should meet those needs through the provision of services to secure the welfare of the child. The range of services that the local authority can provide are not prescribed or limited to any list and essentially local authorities can provide anything which they consider necessary to safeguard and promote the welfare of children in their area. Under section 17(6) Children Act 1989 the services provided by a local authority in the exercise of function conferred on them by this section may include providing accommodation and giving assistance in kind or in cash.
- 4.4 ss22C(8) Children Act 1989 provides that a Local Authority must ensure that a child's placement allows the child to live near their home and enables siblings to reside together. This Policy will allow the Local Authority to comply with this duty if the placement is assessed as appropriate if it were not for the lack of available bedroom space.
- 4.5 s22C(7) Children Act 1989 is clear that a Local Authority should give preference to a placement with an individual who is a relative, friend or other connected person over placement with a foster carer. This Policy will allow the Local Authority to comply with this duty if the placement is assessed as appropriate if it were not for the lack of available bedroom space.
- 4.6 When funding has been agreed, Legal Services should be engaged to enter into the funding agreement as soon as possible so that this element does not cause any delay.

DRAFT

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Committee Name and Date of Committee Meeting

Cabinet – 16 August 2021

Report Title

Domestic Abuse Funding Proposals

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)

Sam Barstow, Head of Community Safety and Regulatory Services
Sam.barstow@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

The Domestic Abuse Act received Royal ascent in April 2021. As the Act created new statutory duties for Local Authorities, 'new burdens' funding has been provided by the Government.

This paper seeks to outline the existing provision delivered by the Council, which is relevant to the new duty, alongside making further proposals to enable the Council to strengthen its overall response to Domestic Abuse and in particular, strengthen delivery around the statutory provision with the new Act.

Recommendations

1. Cabinet note the extent of existing provision
2. Cabinet approves the funding proposals outlined in section 2.2
3. Cabinet delegates decision-making for the remaining underspend (£134,000) to the Strategic Director for Regeneration and Environment, in consultation with the Cabinet Member and local Domestic Abuse Partnership Board.

List of Appendices Included

Appendix 1 Equality Impact Assessment
Appendix 2 Carbon Impact Assessment

Background Papers

[Draft Statutory Guidance](#)

[Domestic Abuse Act 2021 Fact Sheet](#)

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

Domestic Abuse Funding Proposals

1. Background

- 1.1 The Domestic Abuse Act, which received Royal ascent in April 2021, places a range of new statutory duties on Local Authorities and as a result, Government have provided £125m nationally to support the new burdens. The grant amount for Rotherham is £618k for the year 2021/22 and whilst not yet confirmed, the Ministry of Housing Communities and Local Government (MHCLG) have indicated it is likely to continue at similar levels for at least the next three years.
- 1.2 The Act places a statutory duty on tier one local authorities relating to the provision of support to victims of domestic abuse and their children residing within refuges and other safe accommodation. In addition, the Bill places the following duties on Local Authorities:
1. Appoint a multi-agency Domestic Abuse Local Partnership Board which it will consult as it performs certain specified functions.
 2. Assess the need for accommodation-based domestic abuse support in their area for all victims or their children, including those who come from outside the area.
 3. Develop and publish a strategy for the provision of such support to cover their locality, having regard to the needs assessment.
 4. Give effect to the strategy (through commissioning / de-commissioning decisions).
 5. Monitor and evaluate the effectiveness of the strategy.
 6. Report back to central government.
 7. Require tier two councils to co-operate with the lead local authority, so far as is reasonably practicable.
 8. Require the Secretary of State to produce statutory guidance, having consulted the Domestic Abuse Commissioner, local authorities and such as other persons as considered appropriate.
 9. Require local authorities to have regard to the statutory guidance in exercising their functions.
- 1.3 The Council is already in an advanced position in terms of its provision of domestic abuse services, relevant to the provisions of this Act, with the following services commissioned:

Related Funding Forecasted 2020-21 for Domestic Abuse Service				
Provider	Service Description	Contract Value p.a	Current Service Arrangements	Funding Source
Rotherham Rise	Floating support for Domestic Abuse victims	£170,000	Voluntary Community Faith Sector (VCFS) Commissioned Service	Council

Rotherham Rise	Floating Support for Black, Asian, Minority Ethnic and Refugee (BAMER) people	£120,000	VCFS Commissioned Service	Council
Rotherham Rise	10 Unit Refuge and associated support	£220,000	VCFS Commissioned Service	Council
Total: £510,000				

- 1.4 The Council is also in a period of transformational change in relation to Domestic Abuse services, following an independent peer review and full partnership service review. These activities led to the agreement, by the Council's Cabinet on the 25th January 2021, to a new model of delivery for domestic abuse services, including a major market engagement and co-production process to refine the service specification for the commissioned services.
- 1.5 Aside from the commissioned services, the Council also invests £229k annually for the in-house Independent Domestic Violence Advocates (IDVA) service, which will also be retained within the new model. In addition, through the Community Safety service, the Council employs a full time Community Safety Officer to lead on Domestic Abuse, alongside a dedicated support officer. Domestic Abuse is led strategically by the Head of Community Safety and Regulatory Services within the Regeneration and Environment Directorate and is further supported by Commissioning Services within Adult Care, Housing and Public Health. This represents additional resources totalling around £100k. The total current budget, therefore, including commissioned services, in house provision, oversight and management is currently in the region of £839k. With the addition of the MHCLG new burdens funding, the budget has increased to around £1.5m.

2. Key Issues

- 2.1 The additional funding allocation of £618k must be spent within the 2021/22 financial year. Whilst ideally services need to conduct a thorough needs assessment, reshape the local strategy and then make longer term decisions in relation to funding of services, the conditions in relation to the funding means that it must be spent and therefore decisions need to be made about how it will be allocated. The table overleaf considers each of the new statutory duties, the current provision that is relevant and any gaps identified. It further identifies proposals for allocation of funding, which totals £484,000. The majority of the options identified are short term. Those that are recurring are marked as such, with a total value of £153,000. In addition, the Council had agreed to increase the value of the commissioned outreach support

service for victims of domestic abuse by £150,000 per year as part of the budget setting process for 2021/22. This means long term commitments would exist which total £303,000. The remaining budget for 2021/22 (£134,000) will be allocated following completion of the Domestic Abuse needs assessment, in agreement with the local Domestic Abuse Partnership Board, Strategic Director and lead Cabinet Member.

2.2

Statutory Duties	Current Provision	Gaps Identified	Proposal(s)	Value	Provider
Provision of support for victims and their children within safe accommodation	<ul style="list-style-type: none"> Refuge provision (including dispersed properties) Family support within Refuge Outreach support service (Rotherham Rise) BAME Outreach service (Rotherham Rise) In house Domestic Abuse advocates Housing options and on-going support 	The need to reduce use of temporary (hotel) accommodation	Refurbish and maintain 5 x Council properties for DA Victims, ensuring a range of accessibility options	50,000	Council
		The need to ensure accessible forms of accommodation to meet the needs of all victims	Uplift the contract value in year for Refuge provision to increase accommodation levels by an additional 4 dispersed properties (minimum) (50%)	60,000	Rotherham Rise
		The need to ensure a diverse location of properties available	Continue existing Safer Options project with Rotherham Rise (8 dispersed properties with wrap around support)	88,000	Rotherham Rise
		Additional supported provision required	Introduce an additional 2 x IDVA roles - 12 month temp – provide support for up to 150 presentations of homelessness/DA – wrap around support focussing on issue wider than DA alone in order to resolve route causes	69,000	Council
		High demand on the IDVA service Additional support needed for Housing Services Properties need additional security measures to support		15,000	Council

		victim safety Victims and their children fleeing domestic abuse may often have to leave with nothing or very little	Provide funding for additional security measures and comfort packs		
Appoint a multi-agency Domestic Abuse Local Partnership Board which it will consult as it performs certain specified functions.	Domestic Abuse Partnership Group in place and led by Strategic Lead	With the increased statutory requirements this Board will require greater support and more generally the Council will require a more robust management structure to continue to drive improvements in domestic abuse	Create a Service Manager for Community Safety (30% contribution) (Recurring) Dedicate the existing domestic abuse coordinator on partnerships and quality (to include Domestic Homicide Reviews) (Recurring)	20,000 49,000	Council Council
Assess the need for accommodation-based domestic abuse support in their area for all victims or their children, including those who come from outside the area. Monitor and Evaluate the Effectiveness of the Strategy Report back to central government	Domestic Abuse Peer Assessment (2018) Domestic Abuse Service Review (2019) Recommissioning of Domestic Abuse	Increased demand and limited resources within community safety for data collation and analysis, which will be required for the needs assessment and ongoing reporting requirements Additional resources for completion of needs assessment, which will require annual refresh	Domestic Abuse Data and Quality Lead (Recurring) LGA Graduate	35,000 29,000	Council Council
Develop and publish a strategy	Strategy in existence	Increased national focus	Create an additional Domestic	49,000	Council

for the provision of such support to cover their locality, having regard to the needs assessment. Give effect through commissioning/decommissioning	Draft prepared, will be adjusted following needs assessment	on strategy and reporting requirements, alongside the need to strengthen contract management, will require resourcing appropriately The need to increase communications into all communities to highlight opportunities for support and intervention, including perpetrator programmes	Abuse lead to deliver on strategy and contract management (Recurring) Budget for development and delivery of partnership communications campaign throughout the year, focussing on lived experiences	20,000	Council
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3. Options considered and recommended proposal

- 3.1 The Council has considered a range of options to meet the needs of victims and the new duties within the Domestic Abuse Act 2021 however, due to the short timescales relating to the current funding, and the need to conduct the full needs assessment to inform long term decision making, the proposals within this document are the ones deemed viable for immediate delivery.

Whilst there is an option to leave funding unallocated until a full review and needs assessment takes place, this is likely to result in the funding being 'clawed back' by Government and the loss of the opportunity to add value to existing services during 2021/22. This option is therefore not recommended.

- 3.2 It is recommended that

Cabinet notes the extent of existing provision

- 3.3 Cabinet approves the funding proposals outlined in section 2.2

- 3.4 Cabinet delegates decision-making for the remaining underspend (£134,000) to the Strategic Director for Regeneration and Environment, in consultation with the Cabinet Member and local Domestic Abuse Partnership Board.

4. Consultation on proposal

- 4.1 The options have been informed through a range of processes which includes a full Domestic Abuse Service review conducted in 2019, which took account of the views of service users, victims and survivors. In addition, the future strategy will be subject to further public consultation.

5. Timetable and Accountability for Implementing this Decision

- 5.1 Implementation will be immediate, following Cabinet approval. As can be noted there are a range of options, some of which, where either delivery of a grant or increase to contract values can take place quickly following Cabinet approvals however, in cases where recruitment may be required, this will take a number of weeks to complete.

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 Finance

There is existing budget provision for the Domestic Abuse services within the Council. The allocation of New Burdens Funding set at £618,000 is accompanied by guidance on use of the funding which states it ought to be utilised within the parameters determined by the guidance.

- 6.2 The plan as set out in the report meets the grant criteria thus providing additional funding to the service. The permanent budget plan will be recommended to Cabinet and Council for inclusion in budget decisions for 2022 onward. Whilst there are indications of ongoing funding there is no

certainty and hence should the Government not confirm continuation of the funding at similar levels, then the recurring elements of spend and any necessary actions to address the shortfall will need to be considered as part of budget setting.

6.3 Procurement

There are a number of proposals contained within the table at section 2.2 including some internal recruitment activity which will not be subject to any procurement implications.

6.4 Any procurement activity including contract variations that are progressed as a result of the funding detailed in this report must be carried out in compliance with the Council's Financial and Procurement Procedure Rules and Public Contracts Regulations (as amended).

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

7.1 Part 4 of the Domestic Abuse Act introduces a new statutory duty on local authorities, placing clearer accountability on local areas to ensure the needs of victims within refuges and other forms of domestic abuse safe accommodation are met in a consistent way across England. Under the new duty in the 2020 Act, tier one authorities in England will be required to appoint a Domestic Abuse Local Partnership Board to support them in undertaking local needs assessments including developing and monitoring local strategies. The Board will be made up of members representing organisations who have a stake in this vital work. The Local Partnership Boards will be central to ensuring that local authorities set out a robust strategy for tackling domestic abuse based on an assessment of the needs of all victims in their local area. The Local Partnership Boards will also be required to assess the need for accommodation-based domestic abuse support for all victims in their area, including those who require cross-border support.

7.2 Tier one authorities will be required to deliver their strategy, and report back annually to Government. The annual reporting requirement will help the Government and others to monitor how the new duties on local authorities are working, understand where there may be challenges and how the funding is being used, and help identify and disseminate good practice. The duty will also require tier two authorities to co-operate with the lead tier one authority.

7.3 Under the 2020 Act there is a requirement for statutory guidance to be introduced. This is currently in draft form and subject to consultation which is due to conclude on the 27 July 2021. Once this guidance is published, it must be followed by the Local Authority in order to minimise risks of legal challenge.

7.4 There are also two sets of draft Regulations which are open for consultation:

- The Domestic Abuse Support (Relevant Accommodation) Regulations 2021
- The Domestic Abuse (Local Authority Strategies) Regulations 2021

Once published, these Regulations must be complied with in conjunction with the 2020 Act, in order to minimise any risks of legal challenge.

8. Human Resources Advice and Implications

- 8.1 It is proposed to create a number of additional posts to support service delivery. Details of the posts/roles to be established are outlined within section 2.2 of the report.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 Victims of Domestic Abuse within safe accommodation often have children. Through the commissioned provision wider family support is offered. In addition, Children's service are well linked in with Domestic Abuse services both operationally and strategically. Victims of Domestic Abuse may have additional vulnerabilities, which will be identified through service assessments and addressed with the appropriate partners.

10. Equalities and Human Rights Advice and Implications

- 10.1 As noted within the attached Equality Impact Assessment, these proposals seek to promote equality in relation to access to services by ensuring accessible options within the wider service provision. The report also notes extensive work underway to conduct a thorough needs assessment which will inform future activity.

11. Implications for CO2 Emissions and Climate Change

- 11.1 As noted within the attached Impact Assessment, there are no identified implications for Carbon Emissions.

12. Implications for Partners

- 12.1. Part of the new duty creates the requirement for a local Domestic Abuse Partnership Board. This has been in place for a significant period of time within Rotherham, as part of the Safer Rotherham Partnership. Partners routinely come together to agree strategy and policy, develop new initiatives and scrutinise service delivery.

13. Risks and Mitigation

- 13.1 The proposals within this report do leave further funding available for the year ahead when considered in isolation against the grant amount received. As noted within the report, the Council already commissions or delivers a range of services which ensure the statutory requirements are met. Any underspends will be routinely monitored, and further initiatives will be developed throughout the course of this year.

14. Accountable Officers

Sam Barstow, Head of Community Safety and Regulatory Services

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp	02/08/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	28/07/21
Head of Legal Services (Monitoring Officer)	Stuart Fletcher	28/07/21

Report Author: Sam Barstow, Head of Community Safety and Regulatory Services
Sam.barstow@rotherham.gov.uk

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

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: Domestic Abuse New Duty Funding

Directorate: Regeneration and Environment

Service area: Community Safety

Lead person: Sam Barstow

Contact number: 07748143370

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

As a result of the new Domestic Abuse Act 2021 the Council has received additional 'new burdens' funding from the Government. The report sets out options for expenditure in order to meet the national requirements.

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?**

The paper presents short term funding options in order that the Council can make best use of the allocated funding for this financial year. A full needs assessment is currently underway which will analyse equality and diversity issues in relation to provision of DA accommodation related services.

Some of the proposals relate to staffing resources within the Council to strengthen both contract management and overall service provision. One of the key areas to seek to improve in relation to contract management is understanding of accessibility of services, particularly refuge accommodation and linked to the above needs assessment, which will inform future medium to long term commissioning options and is due to be completed in by August 2021 however, due to the funding allocation for this year, quicker decisions need to be made on short term expenditure options.

The current accommodation offer has been assessed.

- **Key findings**

The current core accommodation offer for domestic abuse is based on a refuge building, which is for female victims only and their children however no male children can be permitted over a certain age. In addition within the Refuge contract the Council currently provides two dispersed properties to ensure there is some provision for male victims or families with older male children, alongside offering choice to service users. Whilst this does meet minimum legal requirements relating to Equality duties there is a clear need to strengthen the range and offer.

- **Actions**

As a result of the above considerations, the safer options project, which provides a further 8 dispersed properties is therefore recommended. In addition, the extra accommodation recommended to be developed through the Council's housing stock will ensure a range of accessible properties to ensure elderly or disabled individuals can access the services and a further £10,000 funding has been made available to ensure installation of appropriate measures where required.

Date to scope and plan your Equality Analysis:	12/07/21
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Date to complete your Equality Analysis:	13/07/21
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Lead person for your Equality Analysis (Include name and job title):		Sam Barstow, Head of Community Safety and Regulatory Services
5. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening:		
Name	Job title	Date
Tom Smith	Assistant Director for Community Safety and Street Scene	22 nd July 2021

6. Publishing	
<p>This screening document will act as evidence that due regard to equality and diversity has been given.</p> <p>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.</p> <p>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.</p>	
Date screening completed	09/07/21
Report title and date	DA New Duty Funding Options August 2021
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	22 nd July 2021

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: Domestic Abuse New Duty Funding		
Date of Equality Analysis (EA): 13/07/21		
Directorate: Regeneration and Environment	Service area: Community Safety	
Lead Manager: Sam Barstow	Contact number: 07748143370	
Is this a: <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other If other, please specify		
2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance		
Name	Organisation	Role (eg service user, managers, service specialist)
Sam Barstow	RMBC	Head of Service

Amanda Raven	RMBC	Specialist DA Coordinator
Gill Jones	RMBC	Housing

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

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

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

The service affects anyone accessing safe accommodation as a result of Domestic Abuse.

The intended outcome of this work is to strengthen the Council's overall response to Domestic Abuse and in particular, ensure delivery of statutory provision within the new Domestic Abuse Act 2021.

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

Limited equalities information is available at this stage. This is an identified weakness in the commissioning and management of domestic abuse refuge services and is already being addressed through the recommissioning process. In addition, a full needs assessment is underway which explores issues relating to equality and diversity, this assessment will inform long term options for use of the funding. As a result of the funding allocation for this year needing to be committed, this analysis has focussed on the accommodation offer itself.

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

As noted above there are gaps identified and these will be strengthened through recommissioning of services and contract management. In addition, a wider needs assessment is currently underway.

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

As noted above, strengthened contract management will routinely review accessibility of services and in addition, the accommodation offer will be strengthened to include accessible properties.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

Out current approach to developing a new model of domestic abuse services is informed by an extensive service review, which involved service user engagement. No additional consultation has been undertaken with customers.

Engagement undertaken with staff (date and group(s) consulted and key findings)

Officers have engaged with a range of services involved in domestic abuse including Adult Care, Housing and Public Health colleagues. This has informed the options within the report.

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

protected characteristics)
<p>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)</p> <p>The proposals seek to enhance the accommodation offer and ensure it is accessible both to all genders alongside anyone who may have a disability. Overall, the proposals will have a positive impact on equalities.</p>
<p>Does your Policy/Service present any problems or barriers to communities or Groups?</p> <p>No however, full outcome of the detailed needs assessment will be available around August 2021.</p>
<p>Does the Service/Policy provide any positive impact/s including improvements or remove barriers?</p> <p>Yes, as above the proposals seek to strengthen overall resource alongside diversifying the type of properties available for people feeling domestic abuse. In addition, the communications campaign will be targeted at all prevalent communities in Rotherham with bespoke approaches identified.</p>
<p>What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)</p> <p>Further investing in these services, which support our most vulnerable, is likely to have a positive impact on community relations.</p>

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

5. Summary of findings and Equality Analysis Action Plan

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

Title of analysis: Domestic Abuse New Duty Funding
Directorate and service area: Regeneration and Environment, Community Safety
Lead Manager: Sam Barstow
Summary of findings:
<p>The intended outcome of this work is to strengthen the Council's overall response to Domestic Abuse and in particular, ensure delivery of statutory provision within the new Domestic Abuse Act 2021.</p> <p>The proposals seek to enhance the accommodation offer and ensure it is accessible both to all genders, and to people with disabilities. Overall, the proposals will have a positive impact in terms of equality.</p> <p>Limited equalities information is available at this stage. This is an identified weakness in the commissioning and management of refuge services and is already being addressed through the recommissioning process.</p> <p>A full needs assessment is underway which explores issues relating to equality and diversity, this assessment will inform long term options for use of the funding.</p>

Action/Target	State Protected Characteristics as listed	Target date (MM/YY)
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	below	
Monitor the impact of the decisions	All	January 2022
Conduct needs assessment	All	August 2021
Review and update equality analysis based on the findings of the need's assessment	All	December 2021

***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
Tom Smith	Assistant Director	22/07/21

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	13 th July 2021
Report title and date	Domestic Abuse Funding Proposals, 16th August 2021
Date report sent for publication	

Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	22 nd July 2021
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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?	None	• N/A	• N/A	• N/A	• N/A
Emissions from transport?	None	• N/A	• N/A	• N/A	• N/A
Emissions from waste, or the quantity of waste itself?	None	• N/A	• N/A	• N/A	• N/A
Emissions from housing and domestic buildings?	None	• N/A	• N/A	• N/A	• N/A
Emissions from construction and/or development?	None	• N/A	• N/A	• N/A	• N/A
Carbon capture (e.g. through trees)?	None	• 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:

N/A

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

N/A

Supporting information:

Completed by: (Name, title, and service area/directorate).	Sam Barstow, Head of Community Safety and Regulatory 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]	

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Public Report with Exempt Appendices
Cabinet

Committee Name and Date of Committee Meeting

Cabinet – 16 August 2021

Report Title

Sale of HRA Land - Eldertree Road Garage Site

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

Anne Marie Lubanski, Strategic Director of Adult Care, Housing and Public Health

Report Author(s)

David Bagnall, Housing Development Manager

david.bagnall@rotherham.gov.uk

Ward(s) Affected

Keppel

Report Summary

The Eldertree garage site (plots 11-21) in Thorpe Hesley is owned by the Council and held within the Housing Revenue Account asset register. A Rotherham-based developer, CADAM Construction Ltd, has obtained planning permission to build 24 new homes on adjacent land known as Eldertree Lodge, but this is dependent on the developer being able to acquire the garage site from the Council in order to gain access to the site. This report seeks Cabinet approval to sell the land to the developer.

The garage site has been independently valued by the District Valuation Service and negotiations between the Council's Asset Management Service and the developer have resulted in an agreed position that reflects 'best consideration' to the Council.

If the recommendation is approved, 24 new homes will be built which will meet local housing need and contribute to the borough's housing delivery target.

The proposal will necessitate the decommissioning of the garage site which will affect eight current garage tenants. The garage tenants have been consulted and if Cabinet agrees to sell the site, a range of support options will be available to any tenants requiring assistance.

Recommendations

1. That the principle of selling the Council-owned Eldertree garage site to CADAM Construction Ltd, in order to enable residential development on an adjacent privately owned site, be approved.
2. That authority be delegated to the Assistant Director of Planning, Regeneration and Transport to agree the terms for the sale, in consultation with the Council's Section 151 Officer and subject to any conditions imposed by Planning.
3. That authority to negotiate and complete the legal documentation to give effect to the Cabinet's decision, be delegated to the Council's Head of Legal Services.

List of Appendices Included

- Appendix 1 Initial Equality Screening (Part A)
- Appendix 2 Equality Analysis (Part B)
- Appendix 3 Carbon Impact Assessment
- Appendix 4 Site plan
- Appendix 5 Exempt – Summary of Negotiations

Background Papers

Link to planning application:

<https://planning.rotherham.gov.uk/fastweblive/detail.asp?AltRef=RB2020/0581>

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Housing and Regeneration Board – 6 April 2021

Asset Management Board – 26 May 2021

Council Approval Required

No

Exempt from the Press and Public

No

However, an exemption is sought for Appendix 5 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, on the basis that releasing the information could put the Council at a commercial disadvantage.

Sale of HRA Land - Eldertree Road Garage Site

1. Background

- 1.1 Eldertree Road is a Council-owned garage site, comprising ten garages which are currently available for rent to Council tenants and the general public.
- 1.2 The garage site provides an access to the adjoining land known as Eldertree Lodge, a 0.88ha former pig farm which is no longer in use. The site has been identified for residential development within the Council's Local Plan – allocation reference H38.
- 1.3 CADAM Construction Ltd, a local SME (small and medium-sized enterprise) developer has recently applied for and secured planning permission to build 24 new homes on the Eldertree Lodge site, but needs to purchase the Eldertree Road garage site from the Council in order to provide an access to the new development.
- 1.4 By selling the site to the developer, the Council will be directly enabling delivery of the 24 new homes as this would not currently be possible without Council involvement. This will contribute toward the Council's corporate targets for housing growth and help meet the requirements of the Government's Housing Delivery Test.
- 1.5 As part of the planning application process a Section 106 agreement has been put in place to provide affordable housing and contributions towards education and sustainable transport.

2. Key Issues

- 2.1 Eight of the garages on the Eldertree Road garage site are currently tenanted meaning that sale of the site will require the existing tenants to vacate their garages.
- 2.2 The Council has established a Garage Site Development Protocol to manage the decommissioning of garage sites in preparation for housing development. This ensures that garage tenants are provided with significant advance notice of the potential for development, and further makes provision to support any tenants who will face hardship.
- 2.3 Council-owned garages generate relatively low income to the Council when taking into consideration maintenance costs, rental income and the potential for sites with low uptake in particular to suffer from anti-social behaviour which increases the demand on Council resources. Also, the proportion of garages being utilised for the purpose of storing a vehicle is much lower than it has been in the past, with many garages now just utilised as storage, and garage tenants increasingly benefitting from off-street parking provision at their home.
- 2.4 The Council has commissioned the District Valuer to undertake an

independent valuation of the site. The District Valuer provided an independent valuation which confirms that the site value is more than £100,000 and this exceeds the value limit for asset sales which can be approved under existing delegated powers. Cabinet approval is therefore required to agree to sale of the site.

- 2.5 Subsequent negotiations have taken place between the Council's Asset Management Service and the developer, and a price has been agreed that reflects 'best consideration' to the Council. This is set out in Exempt Appendix 5.

3. **Options considered and recommended proposal**

3.1 Option 1: Sell the site to the developer

This is the recommended approach, as it will enable the development of 24 new homes on a site which has been allocated for residential development within the Council's Local Plan.

3.2 Option 2: Retain ownership of the site (business as usual)

This would allow the Council to continue to provide garages to up to ten tenants. However, it would prevent the development of 24 homes on the adjacent privately owned site.

This option is not recommended.

3.3 Option 3: Redevelop the garage site into new homes

Whilst this may enable the delivery of an estimated two new Council homes in the future, the site has not been identified as a priority within the next few years. This option would require Council capital expenditure and prevent the development of 24 homes on the adjacent privately owned site.

This option is not recommended.

4. **Consultation on proposal**

- 4.1 Local ward members were initially consulted in December 2020. One concern was raised in relation to the impact of the housing development on local traffic levels and the Planning Authority confirmed that it is expected that the additional traffic can be safely accommodated within the existing highway network.

- 4.2 Further consultation took place between May and July 2021 to include the new Keppel Ward Member elected in the May 21 local elections. Some concerns were expressed about the impact of increased housing provision on the existing infrastructure and amenities in Thorpe Hesley as two other, larger residential developments have recently commenced in the village. However, all three of the sites were allocated for residential development in the Local Plan, which was subject to rigorous scrutiny and consultation, and

the impact of the development on the local area was assessed in detail before the Eldertree Lodge planning application was approved.

- 4.3 A meeting was held on 7th July 2021 between the Ward Members and staff from Planning, Neighbourhoods and Housing to discuss the Planning Gain contributions from the three development sites into the local area and it was agreed that Members will be kept informed of progress with the development.
- 4.4 The Cabinet Member for Housing and Cabinet Member for Jobs and the Local Economy have been consulted, along with senior officers from Asset Management, Legal, Procurement, Planning and Finance services, via the Housing and Regeneration Board and Asset Management Board and various separate discussions.
- 4.5 Members have also been more widely consulted in respect of the principle of utilising Council-owned garage sites to deliver or enable new homes to be built. Officers met with members of the Overview and Scrutiny Management Board (OSMB) on 23rd February 2021 and also delivered an all-Member Seminar on 15th March 2021.
- 4.6 The Eldertree Lodge housing development has been subject to public consultation through the planning process.
- 4.7 The existing garage tenants have been informed of the potential for the garage site to be decommissioned in the near future to facilitate housing development. While this is not a formal Notice to Quit, it provides them with as much notice as possible that they may need to vacate their garages. If Cabinet approves the sale of the garage site, further engagement will take place with the garage tenants and various support options will be considered depending on individual circumstances.

5. Timetable and Accountability for Implementing this Decision

- 5.1 The Assistant Director of Planning, Regeneration and Transport is accountable for ensuring the sale of the land represents best consideration to the Council. The Council's Legal and Asset Management Services are accountable for completing the necessary transactions relating to the sale.
- 5.2 The anticipated timetable for implementation is as follows, subject to the Cabinet's decision:
 - Commence formal communication with existing garage tenants – August 2021
 - Garage decommissioning – August – September 2021
 - Conclude sale – September 2021
 - Developer to start on site – by end of 2021

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 Fully occupied, the ten garages on this site would generate approximately £2,700 gross revenue income per annum. The implications of this will be incorporated into the HRA Business Plan.

6.2 There are no direct procurement implications arising from the recommendations detailed in this report.

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

7.1 The key legal principle to be concerned about in this situation is ensuring that best consideration is obtained and this is detailed within the report. Other than this, there are no substantive legal issues arising from the content of the report.

8. Human Resources Advice and Implications

8.1 There are no HR implications arising from this report.

9. Implications for Children and Young People and Vulnerable Adults

9.1 The new housing development (the planning application for which can be accessed [here](#)) will comprise predominantly family accommodation including some five-bedroom homes. This is consistent with data about housing need in Thorpe Hesley. The affordable housing contribution will comprise two bungalows (each with two bedrooms) and the Council will seek to acquire these through its strategic acquisitions programme, in order to meet the general demand for homes for older people and people with support needs. Any negotiations regarding council acquisitions will be entirely separate from the land sale transaction.

9.2 If any garage site tenants are caused hardship as a result of being required to vacate their garages, support will be provided.

10. Equalities and Human Rights Advice and Implications

10.1 The sale of the garage site will enable the development of 24 new homes, mainly for families but also including the provision of two affordable bungalows that the Council intends to acquire and offer to older people on the Council's Housing Register. Providing new affordable homes will increase access to suitable housing for those in need as bungalows are accessible and allow people to live independently for longer. The individual needs of the garage tenants will be taken into account and reflected in a range of support options that can be made available, based on individuals' circumstances. The full equalities assessment is attached as Appendix 2.

11. Implications for CO₂ Emissions and Climate Change

11.1 Climate change poses a significant threat to environments, individuals, communities, and economies on local, national, and international scales. In recognition of this the Council has aimed to be net carbon neutral as an

organisation by 2030, and for Rotherham as a whole to achieve the same position by 2040.

- 11.2 The sale of the garage site at Eldertree Road will have no significant impact on emissions for the Council, however the sale will enable the construction of 24 new homes by a private developer which will increase emissions during both the construction process and from the heating and lighting of the new homes.

12. Implications for Partners

- 12.1 This proposal will support a local SME business.

13. Risks and Mitigation

- 13.1 There is a risk that the developer fails to deliver the 24 new homes within a reasonable timescale. In order to mitigate this risk, conditions of sale will specify a build-out timescale which, if not achieved, could result in the land being returned to the Council.

14. Accountable Officers

Paul Walsh, Interim Assistant Director for Housing

Simon Moss, Assistant Director of Planning, Regeneration and Transport

Approvals obtained on behalf of Statutory Officers:-

	Named Officer	Date
Chief Executive	Sharon Kemp	02/08/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	27/07/21
Head of Legal Services (Monitoring Officer)	Stuart Fletcher	28/07/21

Report Author: David Bagnall, Housing Development Manager
david.bagnall@rotherham.gov.uk

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

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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: Sale of HRA Land - Eldertree Road Garage Site

Directorate:
Adult Care, Housing & Public Health

Service area: Strategic Housing & Development Services

Lead person: Jane Davies, Head of Strategic Housing & Development
Zahara Siddique, Housing Development Coordinator

Contact number:

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify

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

The sale of council owned land at Eldertree Road, Thorpe Hesley. The land is currently an active garage site and provides the only access to adjacent land at Eldertree Lodge. The sale of the garage site will enable 24 new homes by a private developer on the adjacent site.

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>		NO
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>	YES	
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>	YES	
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>	YES	
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>		NO
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>		NO
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)

It is proposed to sell the garage site at Eldertree Road to a private developer to provide an access to the adjacent site and enable 24 new homes. The new homes will help to contribute to meeting housing need in the local area.

The sale and subsequent closure of the garage site will impact those tenants who currently rent the garages.

Closure of the garage site may generate complaints so we have contacted the tenants to provide early notification prior to serving a formal Notice to Quit, this included a questionnaire to understand their current use of the garage so that tailored support can be provided to any individuals facing difficulty as a result of the garage closure.

Local ward members have been consulted on the proposals and their feedback taken into account, and members of the public have been consulted via the planning process.

- **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)

There are no known specific requirements for the below protected characteristics;

- Sex
- gender reassignment
- race
- sexual orientation
- civil partnerships and marriage

Some residents may require the use of a garage site close to their property for storing a vehicle due to mobility issues however the Council has identified that most of the tenants have parking facilities at their own properties and so any negative effects from the loss of the garage will be minimal. Where a specialist need has been identified the Council will

address these on a case by case basis to provide the most suitable solution to address the need.

The sale of the garage site will enable the development of 24 new homes including the provision of two affordable bungalows that the Council intends to purchase for council rent, to be offered to older people on the Council's Housing Register. Providing new affordable homes will increase access to suitable housing for those in need as bungalows are accessible and allow people to live independently for longer.

- **Actions**

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

- A full equality analysis will be completed to help explain the decision
- The council's housing register will be monitored to check the impact it will have, which is expected to be positive.

Date to scope and plan your Equality Analysis:	18/05/2021
Date to complete your Equality Analysis:	18/05/2021
Lead person for your Equality Analysis (Include name and job title):	Zahara Siddique, Housing Development Co-ordinator.

5. Governance, ownership and approval

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

Name	Job title	Date
Jane Davies	Head of Strategic Housing and Development	24 th 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	18/05/2021
Report title and date	Sale of HRA Land - Eldertree Road Garage Site
If relates to a Cabinet, key delegated officer	Cabinet – 19 th July 2021

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	24 th May 2021

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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: Sale of HRA Land - Eldertree Road Garage Site	
Date of Equality Analysis (EA): 18/05/2021	
Directorate: Adult Care, Housing & Public Health	Service area: Strategic Housing & Development Services
Lead Manager: Jane Davies, Head of Strategic Housing & Development	Contact number: 07500 102498
Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other If other, please specify	

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

Name	Organisation	Role (eg service user, managers, service specialist)
Jane Davies	RMBC	Head of Strategic Housing and Development
David Bagnall	RMBC	Housing Development Manager
Zahara Siddique	RMBC	Housing Development Co-ordinator

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance
Aim/Scope (who the Policy/Service affects and intended outcomes if known)

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

The sale of the council owned garage site (garages 11-21) at Eldertree Road will provide an access to the adjacent privately owned land to enable 24 new homes. This will require the closure and decommissioning of the garage site which currently has eight out of the ten garages tenanted. The garage site is currently deemed as a 'ransom strip' and as part of the negotiations will either generate a receipt to the council that can support the delivery of more council homes or the provision of two affordable bungalows.

The garages are rented by residents living near to the garage site however many garages are now too small to use for parking and instead are being used for storage.

Tenants have been written to to advise of the possibility of garage closure and to find out about how the closure will impact on them so that tailored support can be provided to anyone facing difficulty.

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

Closure of the garage site may generate complaints so have contacting the tenants to provide early notification prior to serving a formal Notice to Quit, and included a questionnaire to understand their current use of the garage. This will enable us to identify and address any specific needs to support residents during the closure of the site.

Where a need for support to vacate the garage has been identified the council will address these on a case by case basis to provide the most suitable solution to address the need.

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

No.

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

Any information received from the questionnaire or directly from tenants will be recorded in the site action plan which will ensure any needs are addressed.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	<p>Local ward members were consulted on 9th December 2020 and during June-July 2021.</p> <p>The Eldertree Lodge housing development has been separately subject to public consultation through the planning process.</p>
Engagement undertaken with staff (date and group(s) consulted and key findings)	The Cabinet Members for Housing and Jobs and the Local Economy have been consulted, along with senior officers from Asset Management, Legal, Procurement, Planning and Finance services via the Housing and Regeneration Board and Asset Management Board.

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)

The sale of the garage site will enable the development of 24 new homes including the provision of two affordable bungalows that the Council intends to acquire and offer to older people on the Council's Housing Register. Providing new affordable homes will increase access to suitable housing for those in need as bungalows are accessible and allow people to live independently for longer.

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

There are no known specific requirements for the below protected characteristics;

- Sex
- gender reassignment
- race
- sexual orientation
- civil partnerships and marriage

There maybe some tenants that are elderly or vulnerable and we will ensure any identified needs are addressed and suitable support provided.

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

The sale of the garage site will enable the development of 24 new homes which will contribute to meeting housing demand in the Borough.

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 closure may generate complaints from the garage tenants however we have tried to minimise these through the following measures:

- Consultation with ward members.
- Early notification of potential closure of the site.
- Any reasonable requests for support will be considered by the Council.

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: Sale of HRA Land - Eldertree Road Garage Site
Directorate and service area: Adult Care, Housing and Public Health
Lead Manager: Jane Davies, Head of Strategic Housing and Development
Summary of findings:
No identified requirements for people with protected characteristics. Some complaints maybe generated due to the closure but these have been addressed by early notification and engaging with tenants. If a support need is identified the council will consider suitable support to address the need. The enabled housing scheme will contribute towards meeting housing need in the borough.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Early notification letter to be sent to tenants with questionnaire	All	July 2021
Update action plan with any support needs identified by tenants.	All	July 2021

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*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
Jane Davies	Head of Strategic Housing and Development	18 th May 2021

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	18/05/2021
Report title and date	Sale of HRA Land - Eldertree Road Garage Site – 19 th July 2021
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

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.
 - **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
- 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

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?	Nil				
Emissions from transport?	Nil				
Emissions from waste, or the quantity of waste itself?	Negligible for the council	No direct emissions increase for the council.	The sale of land at Eldertree Road will enable 24 new homes and will generate more waste. Emissions will be generated from refuse collection although increase in processing may be negligible as the new properties will not necessarily increase the population of the Borough.	Any emissions from waste will be addressed through the planning process and building regulations.	Unknown.
Emissions from housing and domestic buildings?	Increases emissions for the borough emissions	No direct emissions increase for the council.	The Eldertree Lodge scheme will increase emissions from the heating and lighting of the new properties.	Any emissions from waste will be addressed through the planning process and building regulations.	Building Regs – Part L.
Emissions from construction and/or development?	Increase emissions for the borough	No direct emissions increase for the council.	The private developer will increase emissions through the building operation and construction of properties.	This is a private development and will be addressed through the planning process.	This is a private development and will be addressed through the planning process.

Carbon capture (e.g. through trees)?	Minimal	Unknown.	Unknown.	The existing garage sites is mostly concrete so the introduction of trees and plants will contribute to carbon capture.	Unknown.
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Identify any emission impacts associated with this decision that have not been covered by the above fields:

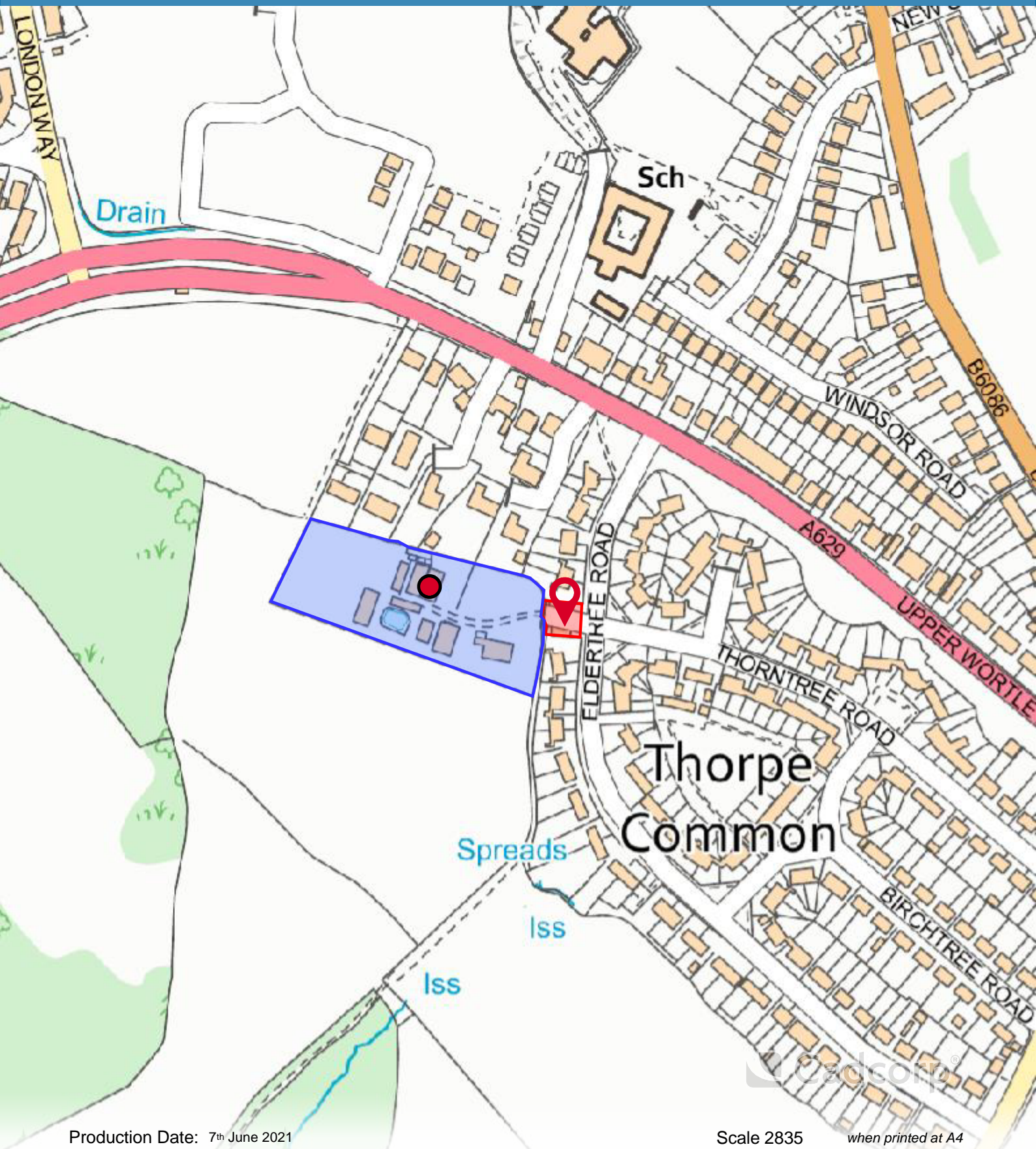
The sale of the garage site at Eldertree Road will have little impact on emissions for the council however the sale will enable the construction of 24 new homes by a private developer which will increase emissions.

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

This will be addressed for the private development through the planning process and building regulations.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Zahara Siddique, Housing Development Co-ordinator. Strategic Housing and Development.
Please outline any research, data, or information used to complete this [form].	No relevant data or research used.
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.	No relevant data or research used.

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of the Local Government Act 1972.

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