CABINET

Monday 22 January 2024
10.00 a.m.
Council Chamber, Rotherham Town Hall, Moorgate Street, Rotherham. S60 2TH

Cabinet Members:-

Leader of the Council	Councillor Chris Read
Deputy Leader of the Council, Housing and Neighbourhood Working Portfolio	Councillor Sarah Allen
Adult Social Care and Health Portfolio	Councillor David Roche
Children and Young People Portfolio	Councillor Victoria Cusworth
Corporate Services, Community Safety and Finance Portfolio	Councillor Saghir Alam
Jobs and the Local Economy Portfolio	Councillor Denise Lelliott
Social Inclusion and Environment Portfolio	Councillor Dave Sheppard

Rotherham Metropolitan Borough Council

CABINET

Venue:	**The Town Hall, The Crofts, Moorgate Street, Rotherham. S60 2TH**
Date and Time:	**Monday 22 January 2024 at 10.00 a.m.**
Agenda Contact	**Governance Unit – goverance@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 answer received.

Councillors may also ask questions under this agenda item.

4. Minutes of the Previous Meeting (Pages 9 - 24)

To receive the record of proceedings of the Cabinet meeting held on 18 December 2023.

5. Exclusion of the Press and Public

Agenda Item 11 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. Adult Social Care Strategy for Rotherham 2024-27 (Pages 25 - 89)

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

Recommendations

1. That Cabinet approve the Rotherham Adult Social Care Strategy (2024 – 2027.)

7. Digitalisation of the Rothercare Service (Pages 91 - 131)

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

Recommendations:

That Cabinet:-

1. Notes the outcome of the 90-day consultation exercise.

2. Notes the requirements of the national closure of the Public Switch Telephone Network (PSTN) and the impact on Rothercare.

3. Approves £1.7M capital investment funding to enable the purchase and installation of the new digital units, subject to approval of the Budget at Cabinet and Council in February 2024.

4. Approves the procurement of an external provider to complete the installations for the digital switchover to enable Rothercare to maintain its current standards of service level and quality throughout the transition process.

5. Agrees to receive a further report in the summer of 2024 detailing a new strategic approach to assistive technology and the business delivery model for a digitalised Rothercare service.

CHILDREN AND YOUNG PEOPLE

8. Corporate Parenting Strategy (Pages 133 - 168)
Report from the Strategic Director of Children and Young People's Services.

Recommendations:

That Cabinet:

1. Approve the Corporate Parenting Strategy and approve the three-year plan as set out within the Strategy;

2. Note the Responsibility of the Cabinet Member for Children and Young People to Chair and convene the Corporate Parenting Partnership Board;

3. Approve the Governance Arrangements for the Corporate Parenting Partnership Board and delegate authority to the Strategic Director for Children and Young People's Services in consultation with the Portfolio Holder, Chief Executive and Assistant Director of Legal Services to amend the Terms of Reference.

9. Neglect Strategy 2024 - 26 (Pages 169 - 217)
Report from the Strategic Director of Children and Young People's Services.

Recommendations:

1. That Cabinet endorse the Neglect Strategy 2024-2026.

2. That Cabinet approve the Local Authority involvement in the development and implementation of the Partnership Strategy Delivery Plan and the oversight of progress by; the Neglect Delivery Group, Rotherham Safeguarding Children's Partnership (RSCP) and Rotherham Metropolitan Borough Council (RMBC) Improving Lives Select Commission (ILSC).

CORPORATE SERVICES, COMMUNITY SAFETY AND FINANCE

10. November 2023-24 Financial Monitoring Report (Pages 219 - 245)
Report from the Strategic Director for Finances and Customer Services.

Recommendations:

That Cabinet:

1. Note the current General Fund Revenue Budget forecast overspend of £1.1m.

2. Note that actions will continue to be taken to reduce the overspend position but that it is possible that the Council will need to draw on its reserves to balance the 2023/24 financial position.

HOUSING AND NEIGHBOURHOOD WORKING

11. Housing Delivery Programme Report 2024-25 (Pages 247 - 311)

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

Recommendations:

That Cabinet:

1. Approves the Council-owned sites listed in Appendix 3 being brought forward to deliver new Council homes.

2. Approves the appropriation of specified General Fund sites to the Housing Revenue Account. Further detail about the sites proposed for appropriation is provided in Appendix 4.

3. Approves the purchase of homes from any of the schemes identified in Exempt Appendix 5.

4. Notes that authority to purchase up to 100 homes from the market has been delegated to the Assistant Director for Housing following approval of the Housing Acquisitions Policy Cabinet report on 16 October 2023. The 100 homes provision is now reflected in Exempt Appendix 5.

5. Notes that the East Herringthorpe Small Sites scheme is now delivering the principles of the January 2019 Cabinet report “Delivery of 12 Bungalows using Modern Methods of Construction” and approve that the associated budget allocation is allocated back to the wider housing delivery programme to support Council delivery on other sites.

6. Agrees to continue to receive an update on the housing development programme every six months.

12. HRA Business Plan, Rent Setting Charges 2024-25 (Pages 313 - 370)

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

Recommendations:

That Cabinet recommends to Council to: -

1. Approve the proposed 2024-25 Base Case Option C for the HRA Business Plan.

2. Note that the Business Plan will be reviewed annually to provide an updated financial position.

3. Agree that Council dwelling rents are increased by 7.7% in 2024/25 (Option 3).

4. Agree that the Council should retain the policy of realigning rents on properties at below formula rent to the formula rent level when the property is re-let to a new tenant.

5. Agree that shared ownership rents are increased by 9.4% in 2024/25.

6. Agree that charges for garages and parking spaces, communal facilities, cooking gas and use of laundry facilities are increased by 6% in 2024/25.

7. Agree that the District Heating unit charge per Kwh is set at 15.27 pence per kwh, a decrease of 4.2% (0.67 pence per khw).

8. Agrees that the decision to reduce the price of District Heating Charges further during 2024-25 be delegated to the Assistant Director of Housing in conjunction with the Assistant Director of Financial Services following consultation with the Cabinet Member for Housing. The delegation would only be used to respond to a change in Government policy or a significant change in the Ofgem price cap that has the effect of necessitating a lower unit price.

9. Approve the draft Housing Revenue Account budget for 2024/25 as shown in Appendix 6.

JOBS AND THE LOCAL ECONOMY

13. Public Sector Decarbonisation Scheme (PSDS) grant funded decarbonisation works (Pages 371 - 397)

Report from the Strategic Director for Finances and Customer Services.

Recommendations:

That Cabinet: -

1. Approves the use of grant funding from the Public Sector Decarbonisation Scheme, if successful, and a contribution from the existing Council capital decarbonisation to deliver the proposed works to the Council's operational property, as set out at paragraph 2.4 of this report.

2. Delegates authority to the Assistant Director of Financial Services in consultation with the Cabinet Member for Jobs and Local Economy to agree Air Source Heat connection contracts at each of the buildings as set out in paragraph 2.4 of this report.

14. Local Labour Policy - Planning (Pages 399 - 432)
Report from the Strategic Director for Regeneration and Environment.

Recommendation:

1. That Cabinet adopts the Local Labour Policy Interim Policy Statement.

15. Hackney Carriage Fare Increase (Pages 433 - 458)
Report from the Strategic Director of Regeneration and Environment.

Recommendations

1. That the amendments to the Hackney Carriage tariffs and soiling charge detailed in this report and Appendix 1 be approved along with a 14-day consultation period.

2. That following the period of consultation, if no objections are received or any objections received are subsequently withdrawn, then the amended tariffs and soiling charge are to take effect immediately.

3. Should any objections be received following the period of consultation then a further report will be presented to Cabinet to determine whether the fares should be agreed and introduced, or amended prior to their introduction.

LEADER OF THE COUNCIL

16. Mid-Year Council Plan 2022-25 and Year Ahead Delivery Plan Progress Report (Pages 459 - 613)
Report from the Assistant Chief Executive.

Recommendations:

That Cabinet note:

1. The overall position in relation to the Year Ahead Delivery Plan activities.

2. The Quarter 2 2022-23 data for the Council Plan performance measures.

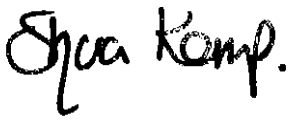
3. The performance reporting timetable for the remainder of the 2023-2024 year.

17. Recommendations from Overview and Scrutiny Management Board (To Follow)

To receive a report detailing the recommendations of the Overview and Scrutiny Management Board in respect of the above items that were subject to pre-decision scrutiny on 16 January 2024.

18. Date and Time of Next Meeting

The next meeting of the Cabinet will be held on Monday 12 February 2024 commencing at 10.00am in Rotherham Town Hall.



SHARON KEMP,
Chief Executive.

THE CABINET
18th December, 2023

Present:- Councillor Read (in the Chair); Councillors Allen, Cusworth, Lelliott, Roche and Sheppard.

Also in attendance Councillor Clark (Chair of the Overview and Scrutiny Management Board)

Apologies for absence were received from Councillors Alam and Brookes.

101. DECLARATIONS OF INTEREST

There were no declarations of interest.

102. QUESTIONS FROM MEMBERS OF THE PUBLIC

1. Ms. Britton raised a number of issues relation to Peregrine Way Community Centre:

   - Confusion around the arrangement of tables and mopping.
   - The removal of keys so community centre volunteers were not allowed to lock the building.
   - No longer being able to keep chairs in the boiler cupboard and therefore not being able to store as many chairs which had a knock on impact on the number of people who could attend events.
   - The changing of the lock code for the boiler cupboard so volunteers could no longer access it. This prevented a light from being turned off for a number of days.
   - Disagreements on where cleaning equipment could be stored and whether it was appropriate for the volunteers to use funds to buy more storage space.

   Ms. Britton stated that the volunteers felt they were being unfairly treated and had questioned whether to continue. She asked whether something could be done.

   Councillor Allen agreed to speak to Ms. Britton following the conclusion of the meeting regarding the matters raised.

2. Mr. Azam stated that at the Cabinet meeting on 7th August, 2023, the 5 year plan and the strategic plan for Dignity were discussed which had been outstanding since March. He stated that the Leader had made a personal commitment in the communications sent out that it would be discussed at Scrutiny in December 2023. The strategic plan had been provided to RMBC from Dignity on 1st October, but it was not presented to Scrutiny. Mr. Azam asked why this was the case?

Councillor Read stated that this was his understanding, but he referred the question to the Assistant Director of Legal who stated that the 5 year plan had been presented at Scrutiny in December 2023. He confirmed that he would go back and check the details of the commitments made by the Leader and make sure their understandings were aligned. A written response would be provided.

Mr. Azam stated that the commitment was for both the 5 year plan and the strategic plan. In his supplementary he asked that the schedule for the meetings with the Muslim Liaison Bereavement Group be circulated as soon as possible.

The Leader confirmed that this would happen as soon as possible.

3. Councillor Tinsley stated that on 23rd November, 2023, the Planning Board met to discuss proposals for 185 houses to be built on Highfield Park with part of the land being Green Belt and including ancient woodland. Councillor Tinsley stated that concerns around those were dismissed at the hearing. It was his belief that officials had not understood the ecology report for the development and the impact or how it sat within national policy. The policy stated that applications that would require the felling of ancient woodlands should only be granted if there were wholly exceptional reasons. Justification to say that actual presence of trees is limited was not an excuse and the officials still needed to engage with the policy. There were no exceptional circumstances to the building of an access road through Green Belt, yet this was railroaded as not a problem.

   Councillor Tinsley stated that there were many other issues with how the application had been dealt with:

   - Insufficient time allowed for the site visit – around 15 minutes.
   - Some Members had inappropriate footwear so could not participate in the site visit.
   - An objection from Yorkshire Wildlife Trust was omitted until the day before the Planning hearing. Councillor Tinsley was unsure if Planning Board Members had had enough time to read the report.
   - Two of the Members of the Board who voted in favour had not attended the site visit.
   - Residents stated they had not received the Right To Speak notifications.
   - Concerns around the lease and no consultation with Ward Members.
   - Donations to the Rother Valley Labour Party from the CEO of Hargreaves which was discussed at the planning hearing.

   Councillor Tinsley stated that another Council had deferred consideration of an application to allow an investigation to take place into donations. He explained that this was a declared donation and no investigation had yet taken place in relation to this application. He

asked whether the Council would revoke the planning application approval (as the decision notice had not yet been served) and send it back to the Planning Board for reconsideration following a full investigation?

The Leader explained that planning decisions were separate from the executive decisions of the Council. This meant the Cabinet meeting had no role in the decisions that were taken by the Planning Board. Those decisions were taken in accordance with national and local rules. The Leader confirmed that he was not involved in any planning decisions at all and as such, could not comment on things that had happened at the Planning Board. He did, however, state that Members not going on site visits was quite common and not in breach of any rules.

The Leader also responded to the comments regarding the donations to the Labour Party. He stated that the money was given to the Rother Valley Labour Party a number of years ago to support a Parliamentary candidate. It was all properly declared and there were no conflicts of interest. It was the responsibility of individual Members to declare interests. The money donated had not been given to any Councillors. The Leader stated that it would be very complicated to have every Councillor declare an interest for every decision involving a company that had made donations to a political party. He noted that officers were present at the meeting who would take away the concerns raised but as Leader, he could not ask for a review as he was not involved in those processes in anyway.

In his supplementary, Councillor Tinsley stated that he understood that Cabinet could not interfere with the planning functions but asked that they still call for an investigation. He also questioned the relationship the Labour Party had had with Hargreaves for many years.

The Leader stated that all political parties received donations from private companies or individuals, and it was dangerous to speculate beyond that. The Leader was assured that everyone had done what they were supposed to have done and followed the rules appropriately. He encouraged Councillor Tinsley to stop throwing mud around and trying to get political gains from this matter.

The Monitoring Officer responded by stating that the Cabinet could not instruct an investigation into Standards issues. That was a matter for the Standards process. As the Monitoring Officer, he had already been made aware of some concerns and would proceed with the correct process.

4. Parish Councillor Andrew Laird (Maltby Town Council) also asked a question in relation to the development at Highfield Park. He stated that the documents provided to the Planning Board claimed that 185 dwellings would not make a big difference to the infrastructure (roads,

dentists, doctors, hospitals etc) of Maltby. The report did not mention that the 185 houses were being built alongside another 570 houses which in total was 775 houses. In reality that would mean 1,500 additional cars using Maltby's road system. This was all in addition to the new development at Hellaby which would have a huge impact on the roads. Parish Councillor Laird questioned why the report only looked at the impact of 185 dwellings and not the cumulative impact of all the developments? There were already pressures on doctors surgeries following the closure of one practice.

The Leader explained that Cabinet did not hear planning applications so he could not comment on individual developments. It would be inappropriate for him to comment. However, as a rule, each application was treated individually, not cumulatively. Issues around the availability of doctors had been raised in a number of forums. The Leader stated this was due to the health service not receiving the amount of funding that it required. However, the appropriate response was not to say no more houses should be built as people needed somewhere to live.

The Strategic Director of Regeneration and Environment explained that planning was governed by the National Planning Policy Framework and the Rotherham Local Plan which included the sites document. This was predicated on growth and development and sites were allocated for development through that process. There were applications that came through that route, but applications could be made for land that was not allocated. All applications were assessed against those policies. There were two mechanisms that could fund infrastructure improvements either through Section 106 agreements or through the Community Infrastructure Levy.

In his supplementary, Parish Councillor Laird stated that there was another parcel of land adjacent to the Highfield Park site that was not part of the current development. He asked if this was going to be developed in the future?

Councillor Lelliott agreed to look into the matter with officers and provide a written response.

103. MINUTES OF THE PREVIOUS MEETING

Resolved:-

That the minutes of the previous meeting held on 20th November, 2023, be approved as a true and correct of the proceedings subject to a clerical correction to the date and time of the next meeting at Minute No. 100.

104. EXCLUSION OF THE PRESS AND PUBLIC

The Chair advised that Appendix 2 to Minute No. 110, contained exempt information, however, the meeting remained open to the public and press throughout.

105. ADULT SOCIAL CARE MENTAL HEALTH REVIEW

Consideration was given to the report which summarised the findings from the Council's Adult Social Care Mental Health model review which had taken place following approval from Cabinet in February 2023. The report also proposed a new model for the Council's Adult Social Care mental health provision across the Borough. The new model would be built on the principles of enablement and recovery and would be delivered through a collaborative approach with partners.

The proposals also included the co-design of a Mental Health Strategy for Rotherham with people with lived experience, their families, and carers, as well as partners and other key stakeholders. The Strategy would be designed in 2024, post-implementation of the new model, and launched in 2025, subject to Cabinet approval. This approach would ensure prioritisation of the immediate issue to address the risks linked to operational delivery and compliance with statutory duties. Paragraph 3.4 of the report submitted set out a number of ways that the proposals would provide a collaborative, preventative approach by ensuring residents got the right support, at the right time, in the right place. These included raising the Social Care profile; providing an effecting and equitable response for people with mental ill-health; strengthening the recovery model; ensuring all legislative and statutory duties were met; enabling the Council to better evidence Social Care interventions; supporting preparation for formal regulation of Adult Social Care by the Care Quality Commission in 2024; supporting Rotherham Place and solidifying the commitment to form the foundations to progress a collaborative "community hub" model in the future.

Subject to Cabinet approval, implementation planning of the pathway and service model would commence on 1st January, 2024. This would involve:

- Staff structures, role profiles and agreeing new terms and conditions required to operationalise the model, including delivery of a consultation with staff affected by the proposed changes (January – February 2024).
- Scoping recording requirements and implementing system changes (January – March 2024).
- Training needs analysis and training plan (February – March 2024).
- Operating procedures and guidance with defined pathway criteria and remits (March 2024).
- Aligning the Mental Health Review with RDaSH Crisis and the Community Mental Health Transformation (January – March 2024).

The new Mental Health model would be operational from 1st April, 2024.

Details of the consultation were set out in paragraph 4 of the report and the full findings were included in Appendix 1. 159 people had participated in the consultation which ran from 7th August to 1st October 2023.

The report was considered by the Overview and Scrutiny Management Board (OSMB), who advised that the recommendations be supported. They also requested that an update be provided to OSMB (or nominated Select Commission) on the impact of the policy, 12 months after its implementation. This requested was accepted by Cabinet.

Resolved:

That Cabinet:

1. Note the proposals for a new Adult Social Care Mental Health model of provision for the Borough.

2. Approve the development of a co-designed Council Mental Health Strategy for Rotherham, with the Strategy being presented back to Cabinet for approval in 2025, prior to publication.

3. Agree that an update be provided to OSMB (or nominated Select Commission) on the impact of the Policy, 12 months after its implementation.

106. EXPANSION OF WAVERLEY JUNIOR ACADEMY

Consideration was given to the report which sought Cabinet approval to progress the expansion of Waverley Junior Academy through the use of Section 106 developer funding to accommodate current and future demand for places. This would be subject to a successful planning application and Department for Education approval for significant change.

Waverley Junior Academy opened in September 2020 in response to need created for primary school places by a new housing development. It was originally developed as a 2-form entry school, providing 60 places per year group, with the potential for expansion if needed. The school was oversubscribed and this trend was set to continue in future years. Projections based on the pupil yield created during the development indicated that the expansion by creation of a third form of entry would be required to meet need across the local area in September 2025.

It had been possible to utilise capacity in other schools across the planning area to meet demand to date and it was anticipated that this would remain the case for entry in 2024. Beyond this time the capacity at schools within a reasonable distance would not be sufficient to meet projected demand. The expansion of Waverley Junior Academy was anticipated to meet growing demand for school places across the

planning area as a result of new development on the Waverley development and was, therefore, not projected to impact the overall capacity in local schools.

Under the Section 106 Agreement with the developer, Harworth Group would pay on request to the Council the sum of £2.945m, subject to the Building Cost Information Service index, on occupation of between 1,500-1,700 dwellings. This threshold had now been met with 1,600 dwellings occupied and the amount payable based on the November 2023 forecast was £3,131m.

A project group of key stakeholders across Education, Planning and Asset Management would be established to oversee the planning, development, and implementation of the project. The estimated cost of the expansion, including a 10% contingency and 15% fees was £2,936m. The building work would be procured and delivered by the Council.

Resolved:

1. That Cabinet note release of the Section 106 funding, as per the agreement with Harworth, to create additional capacity of 210 places at Waverley Junior Academy now that trigger has been met.

2. That Cabinet approve the addition of the proposed expansion to the Capital Programme.

107. HOME TO SCHOOL TRANSPORT POLICY

Consideration was given to the report which outlined the proposed key changes to the Home to School Transport Policy and sought approval from Cabinet to commence a period of public consultation. The Council had a statutory responsibility to make suitable travel arrangements to and from school for eligible children of compulsory school age. Statutory guidance was published by the Department for Education (DfE) and set out what local authorities had to do to comply with the law.

The consultation exercise would pay particular attention to any proposed amendments along with those that would ensure compliance with the new statutory guidance. The Policy review also aimed to improve the existing content and accessibility, so that parents and carers could easily source all relevant information, on which to make informed decisions regarding their children’s education.

The statutory guidelines had been updated and published on 29th June, 2023. Prior to this, the guidelines were last updated and published by DfE on 18th July, 2014, meaning that there was now a requirement to review the existing Home to School Policy ahead of the new academic year that would commence in September 2024.

Details of the key changes requiring improvement were at paragraph 2.4 of the report and the full draft Policy was attached as Appendix 1. The changes related to:

- Local Authority statutory duties for eligible children and young people
- Clearer definitions of key words which overarched full policy, such as “suitable school”, “home address” and “qualifying schools”
- The definition of what was defined as suitable/qualifying schools
- Statutory walking distances
- Travel Solutions (including Independent Travel Training)
- Behaviour expectations, public transport
- Behaviour expectations on assisted home to school transport (SEND)
- Eligibility and application process children/young people (SEND)
- Local authority discretionary powers
- Safeguarding
- Suitability of transport arrangements
- Parental payments
- Overarching principles

The consultation would commence in January 2024 if approval was given by Cabinet. It would run for a period of 28 days during term time. A final draft Policy would be developed and presented to Cabinet for consideration in March 2024.

Resolved:

1. That Cabinet approve the draft Policy for consultation.

2. That Cabinet approve the approach to the public consultation.

108. FLY TIPPING AND LITTERING FIXED PENALTY CHARGE INCREASE

Consideration was given to the report which explained that the financial level of fixed penalties that could be issued by Local Authorities to fly tippers and litterers had been increased through the Environmental Offences (Fixed Penalties) (Amendment) (England) Regulations 2023. The maximum amounts were now £1,000 for fly tipping, £600 for household duty of care waste offences and £500 for littering. The penalty upon conviction via a prosecution for fly tipping remained an unlimited fine and/or imprisonment. Cabinet was asked to agree to the proposed increases and recommend to Council that the increases be adopted by Council as part of the setting of fees and charges for the 2024/25 financial year.

Councils could issue Fixed Penalty Notices where people were found to have littered and could prosecute or issue Fixed Penalty Notices to individuals or companies that commit fly tipping offences. The level of

these Fixed Penalty Notices were set through statutory instruments from Government. At the Council Meeting on 1st March, 2023, the Council set fees for the 2023/24 financial year. Included within these fees were the levels of Fixed Penalty Notices for fly tipping and littering offences. Currently the Council had set the levels of these Fixed Penalties in accordance with the Environmental Protection Act 1990 and the Environmental Offences (Fixed Penalties) (England) Regulations 2017, with the maximum amount for littering at £150 and the maximum for fly tipping at £400.

The proposed charges for individual types of offences were:

- Litter – Maximum fine of £500 reduced to £150 if the fine is paid within 14 days

- Fly-Tipping – Maximum of £1,000 however different scales of fly tipping will be subject to differing fine levels:
    - Tier 1 (1-5 bags) - A proposed fine of £800 reduced to £400 if paid within 14 days
    - Tier 2 (over 5 bags/car boot) – A proposed fine of £800 reduced to £400 if paid within 14 days
    - Tier 3 (Large fly tip /tipper load) – A proposed fine of £1000 Household

- Duty of Care – Maximum of £600 reduced to £300 if paid within 14 days

Officers would retain discretion to take alternative actions or prosecutions where this was deemed appropriate. It was confirmed at the meeting that the Council was committed to robust enforcement action.

Resolved:

That Cabinet:

1. Agree the proposed increased level of fixed penalties prescribed by sections 2 and 3 of The Environmental Offences (Fixed Penalties) (Amendment) (England) Regulations 2023.

2. Agree to recommend the proposed increases in maximum levels of fixed penalties to Council for adoption as part of the setting of fees and charges for the 2024 to 2025 financial year.

109. AIDS AND ADAPTATIONS ASSISTANCE POLICY

Consideration was given to the report which sought approval of the new Aids and Adaptations Assistance Policy and of the proposed increase in Disabled Facilities Grant fees from 10% to 15%. The current Aids and Adaptations Policy was adopted in April 2015. On 10th July, 2023, Cabinet agreed to review the Policy and to put in place some temporary

delegations to facilitate continued delivery of the aids and adaptations service. The review had now concluded, and the report recommended the adoption of a new Aids and Adaptations Assistance Policy (Appendix 1) including a new set of financial delegations. The proposed Policy set out how the Council intended to exercise its powers under the Regulatory Reform (Housing Assistance) Order 2002 by consolidating the traditional assistance for aids and adaptations with a range of new discretionary grants.

The review took place between July and October 2023 and details were set out in section 4 of the report. In addition to considering the latest best practice, the review considered best utilisation of the Service, comparing access from residents living in different housing tenures and the most common types of adaptations needed and associated costs and budgets. Views and feedback from stakeholders, partners and Service users was gathered. Council officers heard directly from residents who had lived experience of aids and adaptations. In total more than 200 people were involved in the review.

The review was underpinned and supported by the Government's latest guidance for local authorities, published in 2022. The guidance set out expectations on local authorities and the rights of a disabled person making an application for grants. Officers also consulted with Foundations, the national body for Home Improvement Agencies, in the development of the guidance.

The table at Appendix 1 of the proposed Policy provided an outline of all the aids and assistance schemes. The Policy would help increase the number of people accessing aids and adaptations. This would enable more people to remain living independently in their own homes. The Policy also offered more cost-effective solutions as an alternative to high-cost adaptations through better use of stock and more flexible grant arrangements.

The report was considered by the Overview and Scrutiny Management Board (OSMB), who advised that the recommendations be supported. Although it was not a formal recommendation, they did ask that the Service consider creating a register to monitor which properties had aids and/or adaptations. The Cabinet Member agreed to this request. OSMB also requested that an update be provided to OSMB (or nominated Select Commission) on the impact of the Policy, 12 months after its implementation. This requested was accepted by Cabinet.

Resolved:

That Cabinet:

1. Approve the adoption of the new Aids and Adaptations Assistance Policy (Appendix 1) and note the new scheme of delegation for authorising grants.

2. Approve the proposed increase in Disabled Facilities Grant fees from 10% to 15% in order to pay for additional administrative and technical services costs associated with the new Policy and note that the Council is permitted to include necessary and reasonable fees associated with Disabled Facilities Grant applications within the overall cost of the eligible works.

3. Delegate authority to the Strategic Director of Adult Care Housing and Public Health who can sub-delegate to the Assistant Director of Housing in consultation with the Cabinet Member for Housing to prioritise or withdraw discretionary assistance in accordance with the Aids and Adaptations Assistance Policy and in line with the available budget.

4. Delegate authority to the Strategic Director of Adult Care Housing and Public Health to make minor amendments to the Policy when the need is identified.

5. Agree that an update be provided to OSMB (or nominated Select Commission) on the impact of the Policy, 12 months after its implementation.

110. ROTHERHAM MARKETS & CENTRAL LIBRARY

Consideration was given to the report which provided an update on progress and proposals for the development of the Rotherham Markets complex to crease the new Rotherham Markets and Library within Rotherham Town Centre. The report also outlined and sought approval to proceed to the next phase of development and delivery of the project.

The redevelopment and repurposing of the Rotherham Markets Complex was
identified as a key project in the adopted 2017 Rotherham Town Centre Masterplan (TCM). Previous public and stakeholder consultation for the Town Centre Masterplan and the Cultural Strategy identified a need to improve the cultural and leisure offer within Rotherham Town Centre. This involved improving the proximity and connectivity between key amenities, upgrading the quality of the built environment and delivering inclusive access to the different facilities on offer. This would have spill over effects for the wider town.

Detailed designs were completed in June 2022 in advance of the submission of a planning application. Planning permission, RB2022/0881, was granted conditionally on 3rd November, 2022. On 7th August, 2023, Cabinet approved the enabling works for the Rotherham Markets and Library development and delegated authority to award contracts for these early phase enabling works. This contract award was made on 26th September, 2023, and Harry Boot Construction Ltd (HBC) commenced

works on site in September 2023 with a works programme scheduled to run until March 2024.

To facilitate the proposed redevelopment and delivery of the Council's regeneration aspirations, a suitable construction works contract was required to allow for the controlled and safe delivery of works on site. HBC had been appointed under a two-stage design and build approach to develop the final redevelopment plans, costings, and delivery approach. The main works contract would act as a standalone agreement with HBC and could be triggered once final costs were secured. It was anticipated that the final costs for the main works would be confirmed in Spring 2024. Once final costs were available, the Council had to act swiftly to proceed with the contract and secure costs to avoid unnecessary additional costs related to inflation and other market pressures. A clear indication of an upper limit of the development costs was detailed in exempt Appendix 2. The report therefore sought authority to approve the scheme within the upper budget limit outlined in Appendix 2.

If the final costs were deemed acceptable, the Council would seek to award relevant contracts by Officer Decision to action the approved redevelopment works and facilitate the current programme being achieved.

At the meeting it was confirmed that this was a major milestone for the development of the Markets and Library complex. The Leader stated action needed to be taken to safeguard the future of the markets in Rotherham and this project would help do that. The Cabinet Member agreed and stated that the Council owed it to the market traders to improve the complex.

Resolved:

1. That Cabinet approve development of the Rotherham Markets and Library complex to deliver the proposed Rotherham Markets & Library redevelopment within the values detailed in exempt Appendix 2.

111. HACKNEY CARRIAGE AND PRIVATE HIRE LICENSING POLICY

Consideration was given to the report which provided the findings of the consultation exercise in relation to the Hackney Carriage and Private Hire Licensing Policy. It also proposes approval and adoption of the final Policy document along with a proposal to carry out a further review of vehicle signage and driver identification.

Cabinet had given approval to commence a period of consultation in relation to a number of proposed amendments to the Council's Hackney Carriage and Private Hire Licensing Policy in June 2023. There were 624 responses which were included in Appendix 2 to the report. Following the

consultation, a number of changes had been included in the final Policy in relation to:

- Enhanced requirements for Private Hire Operators
- Removal of the limit on Hackney Carriage licences
- Amendment to the vehicle age and emissions policy
- Vehicle signage
- Review of the Conviction Policy
- Requirement for a DBS check as part of a vehicle licence application
- Clarification regarding application requirements

The proposed amendments to the Policy were highlighted in yellow in Appendix 1.

During the consultation it became apparent that compliance with the revised requirements could present operators with practical and technological challenges. It was, therefore, proposed that the requirements be introduced in accordance with the implementation scheme that was attached to the report as Appendix 3. During the meeting, it was proposed that Appendix 3 be amended to include the following:

- Confirmation that the amendment of the limit on Hackney Carriages will only come into effect once the Forge Island development is operational.

This was agreed.

Resolved:

That Cabinet:-

1. Adopt the draft Hackney Carriage and Private Hire Licensing Policy 2023 attached as Appendix 1.

2. Agree to the implementation of the Policy requirements according to the implementation scheme detailed at Appendix 3, which was amended at the meeting to include the following:

   - Confirmation that the amendment of the limit on Hackney Carriages will only come into effect once the Forge Island development is operational.

3. Agree to a further review in relation to vehicle signage and driver identification, as described in section 2.5 of this report.

112. HOUSE TO HOUSE COLLECTION POLICY

Consideration was given to the report which outlined the findings of the review into the House to House Collection Policy and recommended approval of the revised Policy. The Council's current House to House Collection Policy was introduced in 2019. The effectiveness of the Policy was assessed in 2020 and found to be delivering the aims of the Policy, and a commitment was made to undertake a further review of the Policy within 3 years. Following a review by Officers of the existing Policy, a draft version was shared for consultation.

In total, the Council had received 73 responses to the consultation. Of these 73 responses, the overwhelming majority were in favour of maintaining the status quo with regard to the Policy requirements. In addition, consultation had also taken place with Members of the Council's Licensing Board, who were generally in agreement that the Policy delivered on the intended the aims.

Comments were received during the consultation regarding the current arrangement of setting a minimum percentage as the amount that would be received by the collection beneficiary. The Policy currently stipulated that at least 80% of the gross proceeds of the collection must be provided to the collection beneficiary. The point was made that the use of percentages was unfair and should therefore be avoided. The principal reason given in support of this position was that the items that were collected only had value once they had been processed by the collector – and that it was unreasonable to limit the amount that could be claimed for this activity to 20% of the total proceeds of the collection (as the costs of adding value to the collected items often exceed this).

This position was assessed during the Policy review, and it was determined that although the Policy referred to a minimum percentage of 80% of the gross proceeds of the collection, it could further support this charitable sector to amend the Policy to provide further scope to decision makers when considering applications, and in recognition of the ongoing pressures as a result of inflation and the cost of living. It was therefore proposed that the Policy be amended so that a minimum of 80% of the net proceeds must be provided to the collection beneficiary, allowing a deduction of up to 20% for the costs associated with the collection and processing of items. In addition, in order to ensure that decision makers were fully aware of the implications of the use of percentages, information from the Institute of Fundraising regarding the use of percentages was presented to decision makers when they were being asked to determine applications for a permit.

Key aspects of the proposed Policy were summarised in paragraph 2.15 to 2.30 of the report and included information on:

- The application process
- Obligations on those that are granted a Licence
- Circumstances that may lead to the refusal of an application
- Consideration of financial information
- Administration / Enforcement

The proposed House to House Collection Policy was attached at Appendix 1 of the report.

Resolved:

That Cabinet adopts the House to House Collection Policy that is attached to this report as Appendix 1.

113. COVID RECOVERY FUND

Consideration was given to the report which proposed further use of the Council's Covid Recovery Fund reserve. Taking into account approved use for 2023/24 and 2024/25 to support the Council's previously agreed revenue investments, the reserve had a remaining balance of £0.6m. It was proposed that the remaining funding be used to help residents against the backdrop of a cost of living crisis due to inflation and significant increases in energy and fuel bills in particular. The proposal was to re-establish the cash Energy Crisis Support Scheme that the Council had previously used to provide support to households with the cost of energy bills which remained substantially higher than 2 years ago, despite energy bills starting to reduce.

The Household Support Fund April 2023 to March 2024 report to Cabinet in March 2023 approved additional funding for the Council's Energy Crisis Support Scheme (ECSS). In 2023/24 over 2,300 grants of £250 had been paid to households who were eligible for the scheme. The funding allocated to the ECSS through the HSF had been fully spent by the end of June 2023.

To provide support to households with increased energy bills as a result of the winter it was proposed to allocate the remainder of the Covid Recovery Fund to establish a new scheme which would open to applications in January 2024.

Resolved:

That Cabinet agree to:

1. Approve the proposed use of the remainder of the Covid Recovery Fund as follows:
    a. £550k cash grant scheme to provide support for households with the rising cost of energy bills; and
    b. £50k to facilitate the administration of the energy grant proposal.

114. 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.

115. DATE AND TIME OF NEXT MEETING

Resolved:-

The next meeting of the Cabinet will be held on Monday, 22nd January, 2024 ,commencing at 10.00 a.m. in Rotherham Town Hall.

Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet – 22 January 2024

Report Title
Adult Social Care Strategy for Rotherham 2024 – 2027

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

Strategic Director Approving Submission of the Report
Ian Spicer, Strategic Director of Adult Care, Housing and Public Health

Report Author(s)
Kirsty-Louise Littlewood, Assistant Director, Adult Care and Integration
01709 822902 or kirsy-louise.littlewood@rotherham.gov.uk

Ward(s) Affected
Borough-Wide

Report Summary

Following Cabinet approval in April 2023 to refresh the Council's Strategy for Adult Social Care, this report outlines the outcome of a three-month period of consultation with key stakeholders on the future vision, values, themes, and priorities.

The consultation has been used to develop the Rotherham Adult Social Care Strategy (2024-2027) which is contained at Appendix 1. The report seeks approval to adopt this new strategy.

Recommendations

1. That Cabinet approve the Rotherham Adult Social Care Strategy (2024 – 2027.)

List of Appendices Included

Appendix 1 Adult Social Care Strategy (2024 – 2027)
Appendix 2 Consultation Analysis
Appendix 3 Adult Social Care Vision 2017 – 2020
Appendix 4 Part A - Equality Analysis Screening
Appendix 5 Part B – Equality Analysis Form
Appendix 6 Carbon Impact Assessment

Background Papers
Council's 2017 – 2020 Adult Social Care Strategy (Appendix 6).

Consideration by any other Council Committee, Scrutiny or Advisory Panel
None

Council Approval Required
No

Exempt from the Press and Public
No

Adult Social Care Strategy for Rotherham 2024 – 2027

1. Background

1.1 In April 2023, Cabinet approved a refresh of the Council's 2017 – 2020 Adult Social Care Strategy.

1.2 This report outlines the outcome of a three-month period of consultation with residents, partners, and other key stakeholders. It also presents the Rotherham Adult Social Care Strategy (2024 – 2027) for approval (Appendix 1).

1.3 The previous strategy concluded during the Pandemic, and it was important to consult with the public post pandemic and take into account the requirements of the new assessment and inspection framework announced in the Health and Care Act 2022 for Adult Social Care as part of the new Strategy.

2. Key Issues

2.1 The consultation was held from 5 July 2023 to 3 October 2023 and sought the views of residents, partners and other key stakeholders on the future vision, values, themes and priorities for adult social care. The full consultation analysis is at Appendix 2.

Vision for Adult Social Care

2.2 Over half of respondents (55%), felt that the new vision for adult social care should be to:

'Enable every resident with care and support needs to live their best lives, with the people they value, close to home and with access to the right support at the right time.'

2.3 Respondents fed back that the Council should consider the following in delivering a new vision for adult social care:

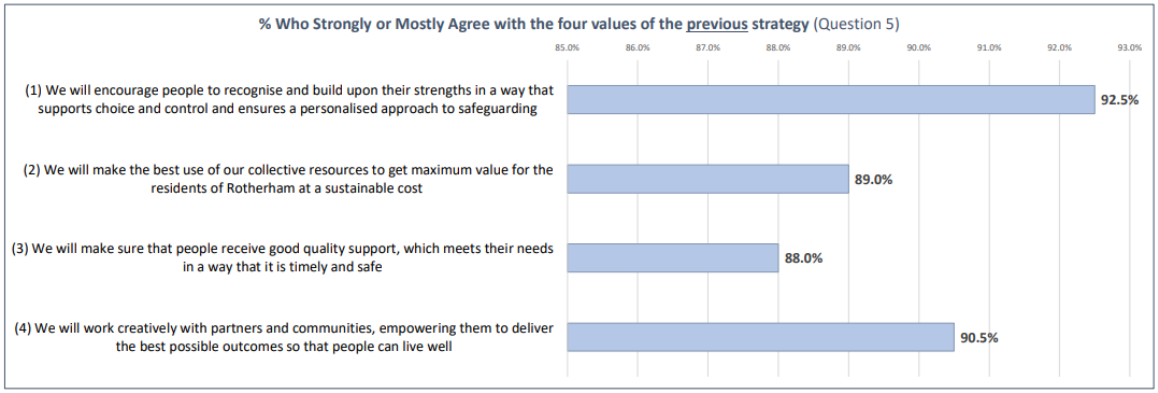
- Access to support should be available outside of core hours.
- The focus should be on working 'with' people and not doing 'to.'
- People with care and support needs and their families should be treated with respect and listened to at all times.
- There should be equal access to services regardless of background or needs.
- There should be provision and access to high quality services which reflect the needs of local people and their families.
- There should be proactive support and services for unpaid carers.
- Information, advice, support and services should be timely and targeted to people's needs.
- People should be given control and their voice should lead the assessment and care planning process.
- Services provided to people should move away from traditional or outdated models of support.

- Information, advice and signposting should be readily accessible and support people across a range of interconnected areas which affect their wellbeing i.e. mental health, homelessness, financial rights and the services available.

2.4 The feedback has been incorporated into 'Our Priorities' for the Rotherham Adult Social Care Strategy (Appendix 1).

Values

2.5 During the consultation, respondents were asked to what extent they agreed or disagreed with the values from the 2017 Adult Social Care Strategy.



2.6 Whilst the majority of respondents agreed with the previous values, a number of other thematic areas were raised which included:

- Reflecting that all values are important in people focussed services.
- Building public confidence in adult social care.
- Investment in the sector to ensure an appropriately skilled, experienced and well paid workforce.
- Shared records, pathways and processes with partners, in particular health.
- Parity of focus on unpaid carers and recognition of the contribution they make to society.
- A focus on simplified language and terminology.

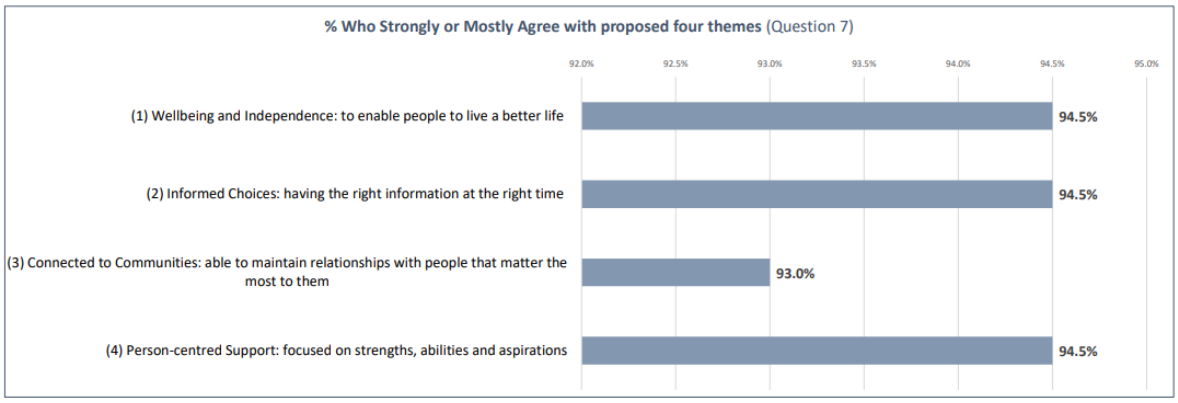
2.7 In addressing the responses, the Rotherham Adult Social Care Strategy reflects a broader, simpler, value base to enable all residents to have:

- Access to the right information, at the right time, to help them make informed choices about their care and support needs.
- Access to support and services tailored to them, which are focused on the persons strengths, abilities and aspirations.
- Access to local communities and are enabled to maintain relationships which are the most important to them.
- Access to the right services, at the right time, which enables them to live healthier lives for longer and maximises their independence.

2.8 Wider respondent feedback has been included in the future priorities section of the Strategy (Appendix 1).

Themes

2.9 Respondents were asked to what extent they agreed or disagreed with the proposed themes which would form the basis of the future Adult Social Care Strategy for the Council.



2.10 Respondents ranked Wellbeing and Independence and Person-Centred Support as the two highest priorities. The strategy has therefore been designed to ensure a strong focus across these two thematic areas.

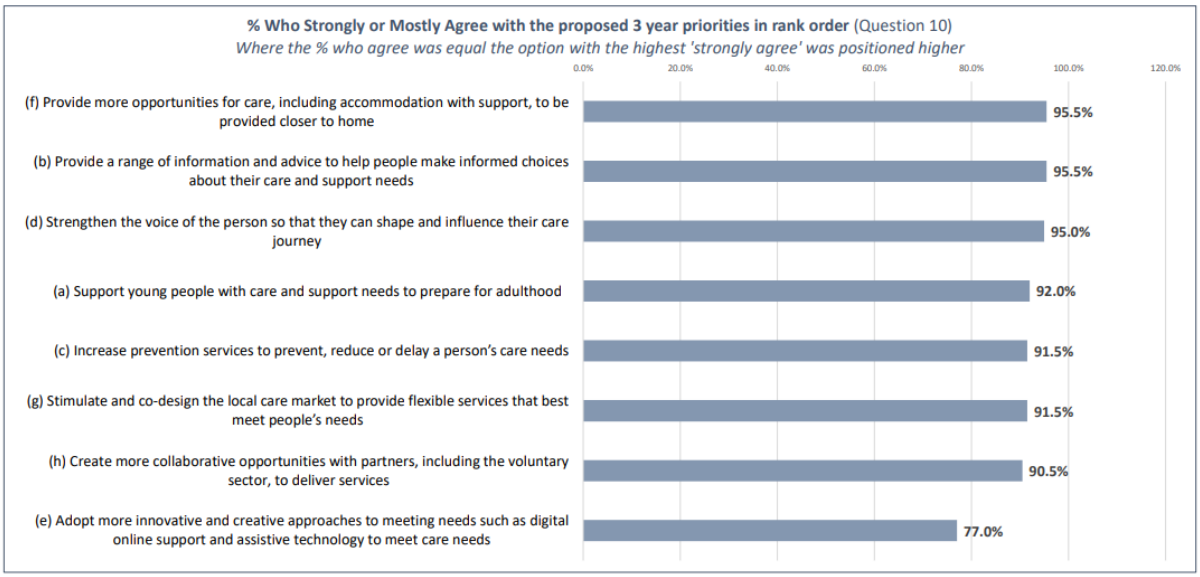
2.11 Whilst there was positive support for the proposed themes, respondents told us that:

- The focus should be on the person and not on a lack of resources.
- Safeguarding needs to be a priority within the strategy.
- There should be parity for unpaid carers within the strategy.
- Proposals need to translate into practice to ensure the best outcomes for people with care and support needs, their families and unpaid carers.
- The focus should be on supporting people to live the life they wish to lead.
- The themes need to be supported with sufficient resources to ensure they can be achieved.
- There should be an emphasis on people receiving support how they want and need it – 'My Support My Way.'
- Positive approaches have been adopted for the themes but there needs to be a focus on community cohesion within their delivery.

2.12 The themes within the Strategy and the wider priorities have been updated to ensure that the feedback is embedded in the future adult social care priorities (Appendix 1).

Priorities for Adult Social Care

2.13 The consultation proposed eight priorities for adult social care and respondents were asked to what extent they agreed with the priorities.



2.14 Of the proposed eight priorities, respondents indicated that care closer to home, provision of information and advice, the voice of the resident and increasing prevention services were the most important areas to them. Greater emphasis will therefore be placed on delivering these priorities in the first 12 – 18 months of the strategy.

2.15 Whilst there was support for the proposed priorities, respondents told us that:

- Whilst digital should be an option, this needs to be balanced with other means of access and contact, rather than a one size fits all approach.
- Language and terminology used within the priorities is not clear or easy to understand.
- Services need to be more timely, responsive and offer value for money.
- Collaborative working with a focus on strengthening relationships with the voluntary, community and faith sectors.
- All solutions need to be accessible for all residents.
- Ensure services are culturally appropriate and reflect the diverse needs of local communities.
- Investment in prevention services is a priority as people will then receive support as early as possible.
- Focus on the independent care sector to ensure they can recruit, train and retain staff, alongside sufficient capacity.
- Consider longer term needs of older people through broadening supported housing schemes.

2.16 The feedback has been incorporated into 'Our Priorities' for the Rotherham Adult Social Care Strategy (Appendix 1) including simplifying language and terminology, as well as ensuring the actions to deliver our priorities capture the points raised by respondents.

2.17 Only 54% of respondents felt that the previous Council Adult Social Care Strategy (2017 – 2020) was easy to understand. As a result, there has been a focus throughout the new strategy on simplifying language to ensure it is fully accessible.

2.18 Respondents fed back that the Rotherham Adult Social Care Strategy should also consider:

- Stronger relationships between practitioner and the person to ensure a relational approach to meeting needs.
- The strategy should avoid jargon, be easy to read and accessible in a range of different formats.
- Creativity is broader than technological solutions and should be considered in how the Council develops adult social care support.
- The strategy is complex so needs to be broken down into easier to understand sections.
- Outcomes and measures should be aligned to the priority areas.
- Support should be tailored to the needs of the person, regardless of disability or long term condition.
- More timely responses to peoples care and support needs.
- The strategy needs to be supported by action.

2.19 The Strategy has been designed into sections, with simpler language and with clear outcomes to ensure action can be measured and quantifiable over the next 3-year term.

2.20 In addition, the Council's Adult Social Care Service want to ensure a stronger voice in co-producing and co-designing services. 24% of respondents indicated that they want to get involved in a new Co-Production Panel for Adult Social Care. The service is currently developing the approach and it is intended to launch the Panel in early 2024.

3. Options considered and recommended proposal

Option 1: Retain the Existing Adult Social Care Strategy

3.1 This option would seek to retain the 2017 – 2020 Adult Social Care Strategy. However, this option is not perceived to be viable as it does not consider the feedback from residents and partners during the consultation nor reflect the current legislative environment for Adult Social Care services.

Option 2: Adopt the new Council Strategy for Adult Social Care (2024 – 2027)

3.2 It is recommended that Cabinet approve the new Council Strategy for Adult Social Care for the subsequent 3-year term (2024 – 2027).

3.3 Approving the Strategy will provide clarity about the future priorities for adult social care which have been shaped by residents and local partners. Thereby enabling people with care and support needs, their families, carers and residents to understand how adult social care will work with them to live their best life.

4. Consultation on proposal

4.1 The consultation took place between 5 July to 3 October 2023.

4.2 Over 230 people were consulted which included seventy people attending a mixture of drop-in and bespoke consultation events. The drop-in events were held in five locations across the borough and there were twelve bespoke events held for various organisations such as Deaf Futures and You Asked: We Responded.

4.3 Seventy people completed the survey across all events, of which forty one were easy read questionnaires and the remaining twenty-nine were standard versions. In addition to this, attendees requested leaflets containing the QR code to complete the questionnaire online at their convenience. 160 people completed the online survey.

4.4 To ensure the consultation was fully accessible, the survey was made available in different formats to maximise engagement from all communities. Advocacy services were commissioned to support the consultation events held across the borough to ensure the voice of all residents was clearly heard.

4.5 Partners and elected members were engaged through briefings and presentations at a range of forums including place leadership with health and voluntary sector partners.

4.6 Geographical analysis by locality and ward reflects that at least one response was received from each ward, with a third of responses equally split from each locality.

4.7 The full consultation analysis is at Appendix 2.

5. Timetable and Accountability for Implementing this Decision

5.1 January 2024 – Prepare communications launch plan for the strategy.

5.2 February 2024 – Launch the strategy with residents, people with care and support needs, unpaid carers, partners and stakeholders.

5.3 Annually – Progress on delivering the priorities in the Rotherham Adult Social Care Strategy will be reported to Cabinet through the Local Account for Adult Social Care - *'How Did We do?'*

6. Financial and Procurement Advice and Implications

6.1 There are no immediate financial implications. As the work of Adult Social Care develops to align with the strategy these will need to be assessed to ensure they are contained within existing resources.

6.2 There are no direct procurement implications associated with the recommendations detailed in the report. However, any activity with third party providers to assist in the delivery of the new strategy will be subject to the Council's Financial and Procurement Procedure Rules, and the Public Contracts Regulations 2015 (as amended).

7. Legal Advice and Implications

7.1 Cabinet, having approved a refresh to the Adult Social Care Strategy for Rotherham 2017-2020, an appropriate approach has been developed which has sought to

engage with all stakeholders. The views and comments of those stakeholders have been considered and have helped to develop the final strategy.

8. Human Resources Advice and Implications

8.1 There are no direct Human Resources implications arising from the Rotherham Adult Social Care Strategy however any subsequent workforce implications arising from this will follow due Human Resources processes.

9. Implications for Children and Young People and Vulnerable Adults

9.1 The strategy is inclusive of young people preparing for adulthood and will ensure that young people who require support from Adult Social Care can:

- 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 to have their own 'front door.'
- Ensure the right support is in place at the right time.

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 at Appendix 4 and 5 provides further detail.

11. Implications for CO2 Emissions and Climate Change

11.1 A Carbon Impact Assessment form has been completed (Appendix 6.)

12. Implications for Partners

12.1 The Strategy has been designed to complement wider strategic plans for Rotherham including the Health and Wellbeing Strategy and the Rotherham Health and Care Plan. This approach ensures opportunities to align and harness existing strategic approaches through a system-wide partnership response.

13. Risks and Mitigation

13.1 Whilst the vision and strategy do not present any risks, there are risks associated with not having a strategy.

13.2 Clearly articulated strategic intentions for adult social care will support the service in managing risks associated with budgetary pressures, increasing demand for services and compliance with new legislative and statutory frameworks.

14. Accountable Officers

Ian Spicer, Strategic Director of 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	08/01/24
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	03/01/24
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	03/01/24

Report Author: *Kirsty-Louise Littlewood, Assistant Director, Adult Care and Integration, Kirsty-louise.littlewood@rotherham.gov.uk*

This report is published on the Council's website.

ROTHERHAM ADULT SOCIAL CARE STRATEGY
2024 – 2027
People are safe, healthy and live well



www.rotherham.gov.uk

Rotherham Metropolitan Borough Council

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OUR STRATEGY

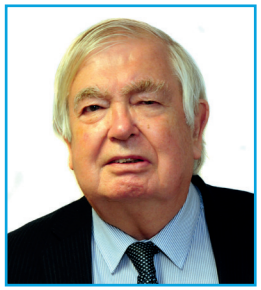
This strategy sets out our vision for how we intend to make a real difference to the lives of local residents. We have designed the strategy through consultation with people who have care and support needs, unpaid carers, wider residents and partners.

The strategy focuses on ensuring people are safe, healthy and can live well, within their local communities.

It outlines our vision, values and priorities for the next three years with an emphasis on strength-based approaches, enabling people to remain at home for as long as possible and ensuring people with care and support needs are empowered during their adult social care journey.

This strategy has also been designed to complement wider strategic plans for Rotherham including our Health and Wellbeing Strategy, Rotherham Health and Care Plan, our Learning Disability, Autism and Borough that Cares Strategies, as well as national and regional policy approaches.

Ultimately, our strategy focuses on enabling people to live their best lives and to reach their full potential.



Councillor David Roche
Cabinet Member for Adult Social Care and Health



Ian Spicer
Strategic Director of Adult Care, Housing and Public Health



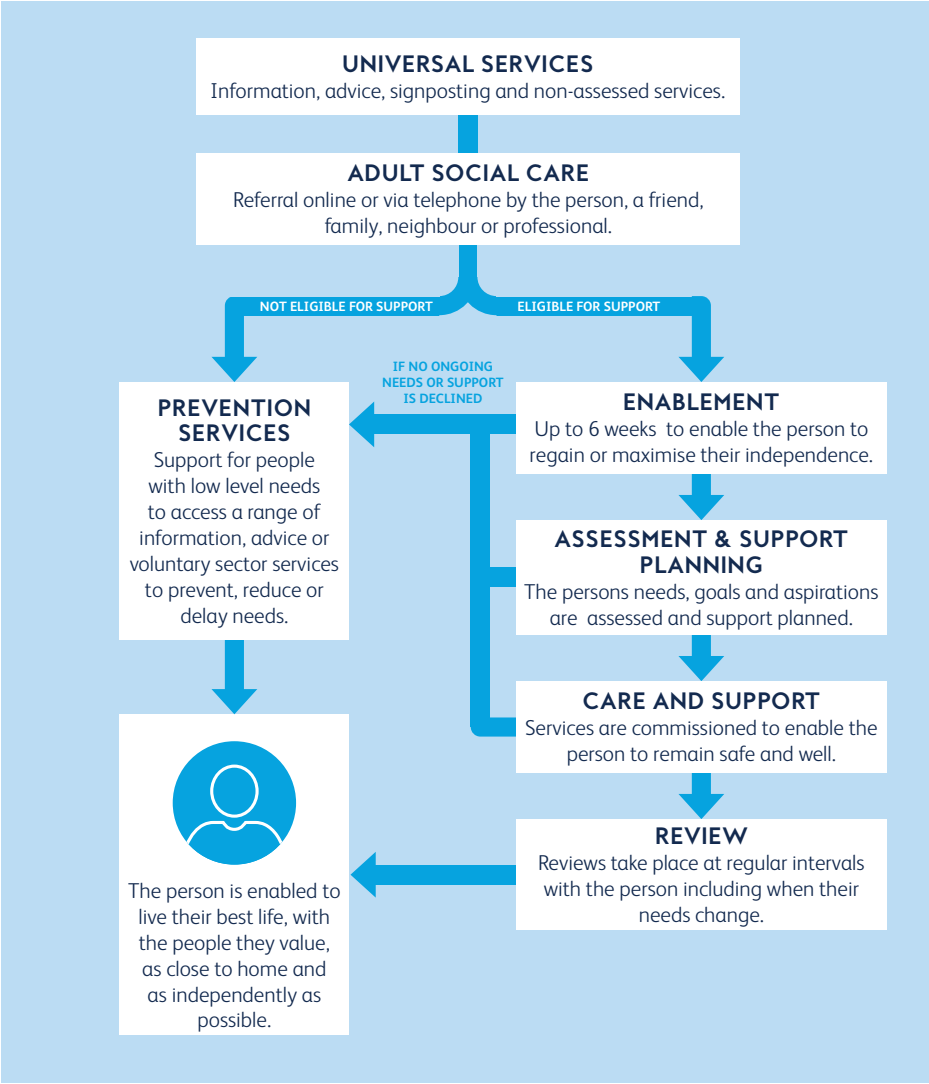
OUR VISION AND VALUES

'Enable every resident with care and support needs to live their best lives, with the people they value, close to home and with access to the right support at the right time'

Adult social care will achieve the vision by ensuring all residents have:

- Access to the right information, at the right time, to help them make informed choices about their care and support needs.
- Access to support and services tailored to them, which are focused on the persons strengths, abilities and aspirations.
- Access to local communities and are enabled to maintain relationships which are the most important to them.
- Access to the right services, at the right time, which enables them to live healthier lives for longer and maximises their independence.

Adult Social Care Pathway



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ADULT SOCIAL CARE

Basic Principles

Our adult social care pathway ensures we can:

- Prevent, reduce or delay the need for more intensive or long term provision by helping the person as early as possible through strengths-based practice.
- Meet eligibility for adult social care by targeting our resources at those people with the most complex or challenging needs.
- Safeguard people from abuse or neglect and ensure others can recognise the signs.
- Provide equal access to services for both people with care and support needs and unpaid carers.
- Provide services which are of a high quality and ensure these services are monitored through a quality assurance process.

Strengths-Based Practices

Being 'strengths-based' means focusing on what people and communities have and how they can work together. This involves drawing on people's skills, knowledge and experience to improve things instead of looking at what a person needs or lacks.

Adopting a strengths-based approach leads to better care and support and increased opportunities for the person to achieve their goals and outcomes.

Person-Centred Approach

Person centred care is not provided by using a 'one size fit all approach' and making people fit into services. It is about providing services which are tailored to meeting the person's needs.

Using a person-centred approach means that throughout a person's adult social care journey, the person makes the decisions and remains in control of what happens and sets the goals, aspirations and outcomes they want to be achieved.

Market Shaping

We are committed to ensuring that everyone can live independently, safely, and healthily in their community for as long as possible. To do this, we work with local care providers to shape and deliver services which promote high-quality, person-centred care and support focussed on meeting individual's goals and aspirations.

Our **Market Position Statement for Adult Social Care** explains how we will develop the care sector.

Equality, Diversity and Inclusion

We want to empower everyone to lead fulfilling lives, whilst also keeping them safe from harm and achieving a good quality of life. Adult social care are committed to achieving equality for all and a cohesive society built on tolerance and mutual respect. Our approach is to tackle inequalities by ensuring services reflect the diverse needs of individuals and our local communities.

OUR PURPOSE

Adult social care works with people with care and support needs, their families, friends and unpaid carers to enable them to live independently, safe and well. This includes people who are frail, have disabilities, are neurodiverse or experience mental ill health, provide unpaid care, as well as young people preparing for adulthood.

Our approach focuses on 'doing with' and not 'doing to' or 'doing for' people, utilising our resources in the most effective way for people to achieve their personal outcomes. Adopting a person-centred approach acknowledges that fulfilment and independence mean different things to different people, and therefore our interventions need to be proportionate, with a clear understanding of the person, their needs and the outcomes they want to achieve.

Adult social care is focussed on protecting people from abuse or neglect and educating others to recognise the signs and that they know how to report any safeguarding concerns.

By doing this we will support people to improve their mental wellbeing, develop resilience and ensure choice and control which helps them to stay as independent and safe as possible within their local community.

Our themes for delivering adult social care are:

- Wellbeing and Independence: enabling people to live their best life.
- Informed Choices: having the right information at the right time.
- Connected to People: support to maintain relationships with people that matter the most to them.
- My Support, My Way: focused on strengths, abilities and cultural needs of the person.

Types of support can include access to preventative services including assistive technology, aids and adaptations, provision of information and advice, targeted support for unpaid carers, short-term intensive support through our enablement services or more long-term support such as home care, access to day opportunities or care provided in care and nursing homes.

Adult social care support is either 'short term' or 'long term'. Short term support means it is time limited with the intention of helping the person to regain independence and reduce or eliminate the need for longer term support. Long term services are provided on an ongoing basis and may include less intense services within the person's local community or more intensive support such as that in a care home.

Adult social care can arrange for both short and long term support where the person needs help and they meet the eligibility criteria for services.



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OUR PRIORITIES

Over the next three years, adult social care will focus on delivering the following priorities to improve outcomes for people with care and support needs, unpaid carers and local residents.

2024	**Provide information and advice to support making informed choices** • Review and redesign our public information for young people preparing for adulthood, vulnerable adults and unpaid carers. • Redesign the adult social care web pages. • Provide a range of information on direct payments and being a responsible employer.
	Prevent, reduce or delay a person's care needs • Implement a new prevention service which will support both vulnerable adults and young people preparing for adulthood. • Invest in prevention services in the voluntary sector. • Review and expand our out of hours support offer for people in crisis.
	Strengthen the voice of the person • Implement a co-production board and feedback mechanisms to understand how well we are meeting people's needs. • Ensure the voice of unpaid carers is heard, listened to and acted on. • Ensure the voice of the person is central to safeguarding adults.
	Adopt new ways of meeting people's needs • Implement an online adult social care portal for people who wish to self-assess. • Enable people to self-triage and self-assess their needs. • Invest in new assistive technologies (AT) and digital solutions supported by an AT strategy.
2025	**Support young people with care and support needs to prepare for adulthood** • Implement a new transitions assessment process with partners. • Ensure the voice of the young person is heard, listened to and respected. • Improve employment opportunities for young people with care and support needs.
	Create more opportunities to work with partners to deliver positive outcomes for people • Implement a new hospital discharge 'Transfer of Care Hub' which improves outcomes for residents. • Implement a redesigned mental health model for social care and work with partners to adopt collaborative community mental health hubs. • Seek further opportunities to deliver services collaboratively.
2026	**Provide more opportunities for care and support closer to home** • Further invest and develop local accommodation with support services. • Ensure full engagement with people on the types of services they want to access which shapes the development of local care services. • Increase the range of services delivered collaboratively with health partners.
	Work with the local care market to provide flexible services that meet people's needs • Seek new opportunities to deliver services with the voluntary sector. • Design and deliver appropriate services which reflect the diverse needs of our communities. • Increase the number of providers rated good or outstanding.

VOICE OF THE RESIDENT

Safeguarding Adults

Safeguarding is about protecting people from abuse or neglect and educating those around them to recognise the signs and how they can report their concerns. To keep our residents safe we know there are lots of actions we currently do and more we can do. Amongst our aims are improving mental health, developing resilience and giving choice and control to support people stay as safe as possible.

Adult social care have a Safeguarding Adult Pathway to protect vulnerable residents at risk of harm or abuse. Our Rotherham Safeguarding Adults Board (RSAB) is committed to taking a partnership approach to help protect adults at risk of or experiencing neglect, harm or abuse.

We make safeguarding personal by listening to, acting upon and respecting the voice and views of the person. This supports an improved quality of life, wellbeing and safety as the person is empowered to lead and direct decisions.

Our approach also includes working with partners and residents to educate them to recognise the signs of abuse and neglect including how they can report any safeguarding concerns. If you are worried about an adult, you can report a concern on our website or call 01709 822330.

Have Your Say

To achieve the best outcomes for people, adult social care recognise the importance of putting the person at the heart of everything we do. That means involving people in the things that matter to them and making sure we design our services based on the voices of people who need our support.

If you would like to get involved in having your say on Adult Social Care then why not join our Co-Production Board. The Board co-produces, co-designs and co-evaluates our care services, policies and practices to ensure the voice of the person is central to their design.

How much you want to get involved is your choice, so if you would like to get involved to shape our future services, please get in touch on our web pages.

Find out More

Visit our adult social care website to find out more about adult social care **www.rotherham.gov.uk/adult-social-care** including case studies about the positive impact the service has made for residents.

You can also review our achievements and outcomes for the last 12 months by taking a look at 'How did we do?' our Local Account that is published each year.

USEFUL CONTACTS

Safeguarding (Customer Contact Team) – **adults** – 01709 822330
Safeguarding (M.A.S.H Team) – **children** – 01709 336080
Mental Health Crisis Team – 0800 652 9571
RDASH Switchboard – 03000 213000

Housing Services – 01709 336009
Reablement Services – 01709 336096
Shared Lives – 01709 334948
Supported Employment – 01709 249600

Age UK Rotherham – 01709 835214
Citizen's Advice Bureau – 0808 278 7911



Your own important numbers

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Ref: 87540 / NOVEMBER 2023

Adult Social Care Strategy and Vision Consultation 2023/24

Date of data download: 04/10/2023

Total Number of surveys submitted as at the date above		200
Submission breakdown	Number standard online surveys	160
	Number of Easy Read paper surveys	40

Question	Response	Count	% of total	RANK OR TOTAL
Q1. Please tell us who is completing this questionnaire:	A charity, voluntary or community sector organisation (VCS)	4	2.0%	
	A Council employee	39	19.5%	=2
	A family member of someone with care and support needs	39	19.5%	=2
	A health professional	4	2.0%	
	A person who accesses adult social care services	11	5.5%	
	A resident of Rotherham	49	24.5%	1
	An independent care sector provider	11	5.5%	
	A person who uses adult social care services	32	16.0%	3
	A person who lives in Rotherham	1	0.5%	
	A member of a local community group or residents association	3	1.5%	
	Other, please specify	6	3.3%	
	Not completed	1	0.5%	
Q1a. If you are responding on behalf of an organisation, please tell us the name of your	*TEXT - See separate Sheet*	n/a	n/a	
Q2. Please tell us your postcode:	*TEXT - See separate Sheet*	n/a	n/a	
Q3. How did you find out about this consultation?	A friend or family member	1	0.5%	
	A local group	20	10.0%	
	Council website	46	23.0%	2
	Facebook	15	7.5%	
	Facebook or Twitter	2	1.0%	
	From a friend or relative	9	4.5%	
	From another organisation	7	3.5%	
	Local Councillor	2	1.0%	
	Local network or group	23	11.5%	3
	Other, please say:	13	6.5%	
	Other, please specify:	56	28.0%	1
	Twitter	4	2.0%	
	Not completed	2	1.0%	
Q4. We want to update our vision and want to know which of the following visions you like the most? *Please note for the 'Easy Read' version of the survey the phrasing of the visions were amended. These are shown in brackets.*	We will support adults in Rotherham to live a good and better life that is important to them *(Easy Read: We will enable adults in Rotherham to live a quality and purposeful life that is meaningful to them)*	26	13.0%	3
	We will enable every resident with care and support needs to live their best lives; with the people they value, close to home and with access to the right support at the right time *(Easy Read: We will allow every person with care and support needs to live their best lives; with the people who are important to them, close to home and with access to the right support at the right time)*	109	54.5%	1
	We will support adults in Rotherham to be resilient and live safe and independent lives *(Easy Read: We will support adults in Rotherham to be strong and live safe and independent lives)*	18	9.0%	4
	We will work in partnership to support adults to have choice and control, to access quality support when they need it in a way that matters to them *(Easy Read: We will work together to support adults to have choice and control, to get good support when they need it in a way that is important to them)*	45	22.5%	2
	Not completed	2	1.0%	
Q4a. Please tell us about any other things you think we should consider for our vision for adult social care.	*TEXT - See separate Sheet*	n/a	n/a	
Q5. To what extent do you agree or disagree with our four values which were part of our last strategy. (1) We will encourage people to recognise and build upon their strengths in a way that supports choice and control and ensures a personalised approach to safeguarding	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	147	73.5%	
	Mostly agree	38	19.0%	92.5% agree
	Mostly disagree	6	3.0%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	5	2.5%	
	Don't know	3	1.5%	RANK: 1
	Not completed	1	0.5%	
Q5. To what extent do you agree or disagree with our four values which were part of our last strategy. (2) We will make the best use of our collective resources to get maximum value for the residents of Rotherham at a sustainable cost	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	121	60.5%	
	Mostly agree	57	28.5%	89.0% agree
	Mostly disagree	7	3.5%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	10	5.0%	
	Don't know	4	2.0%	RANK: 3
	Not completed	1	0.5%	

Question	Response	Count	% of total	RANK OR TOTAL
Q5. To what extent do you agree or disagree with our four values which were part of our last strategy. (3) We will make sure that people receive good quality support, which meets their needs in a way that it is timely and safe	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	148	74.0%	
	Mostly agree	28	14.0%	**88.0%** agree
	Mostly disagree	10	5.0%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	7	3.5%	
	Don't know	6	3.0%	RANK: 4
	Not completed	1	0.5%	
Q5. To what extent do you agree or disagree with our four values which were part of our last strategy. (4) We will work creatively with partners and communities, empowering them to deliver the best possible outcomes so that people can live well	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	137	68.5%	
	Mostly agree	44	22.0%	**90.5%** agree
	Mostly disagree	7	3.5%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	7	3.5%	
	Don't know	4	2.0%	RANK: 2
	Not completed	1	0.5%	
Q6. Please tell us about any other values you think we should include in our new strategy.	*TEXT - See separate Sheet*	n/a	n/a	
Q7-1. Do you agree with each of the themes? (1) Wellbeing and Independence: to enable people to live a better life	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	149	74.5%	
	Mostly agree	40	20.0%	**94.5%** agree
	Mostly disagree	4	2.0%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	2	1.0%	
	Don't know	3	1.5%	RANK: 3
	Not completed	2	1.0%	
Q7-2. Do you agree with each of the themes? (2) Informed Choices: having the right information at the right time	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	161	80.5%	
	Mostly agree	28	14.0%	**94.5%** agree
	Mostly disagree	4	2.0%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	2	1.0%	
	Don't know	4	2.0%	RANK: 2
	Not completed	1	0.5%	
Q7-3. Do you agree with each of the themes? (3) Connected to Communities: able to maintain relationships with people that matter the most to them	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	148	74.0%	
	Mostly agree	38	19.0%	**93.0%** agree
	Mostly disagree	5	2.5%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	1	0.5%	
	Don't know	7	3.5%	RANK: 4
	Not completed	1	0.5%	
Q7-4. Do you agree with each of the themes? (4) Person-centred Support: focused on strengths, abilities and aspirations	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	162	81.0%	
	Mostly agree	27	13.5%	**94.5%** agree
	Mostly disagree	5	2.5%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	2	1.0%	
	Don't know	3	1.5%	RANK: 1
	Not completed	1	0.5%	
Q8. Please tell us about any comments you have on the proposed themes.	*TEXT - See separate Sheet*	n/a	n/a	
Q9-1 If you had to rank the proposed four themes that you have just looked at; which two would be the most important to you? *(NB Some responders selected more, or less than the number requested)*	Theme 1: Wellbeing and Independence: *to enable people to live a better life*	99	49.5%	**1**
	Theme 2: Informed Choices: *having the right information at the right time*	68	34.0%	**3**
	Theme 3: Connected to Communities: *able to maintain relationships with people that matter the most to them*	56	28.0%	**4**
	Theme 4: Person-centred Support: *focused on strengths, abilities and aspirations*	83	41.5%	**2**
Q10- Priorities for adult social care over the next 3 years; (a) Support young people with care and support needs to prepare for adulthood	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	150	75.0%	
	Mostly agree	34	17.0%	**92.0%** agree
	Mostly disagree	5	2.5%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	4	2.0%	
	Don't know	5	2.5%	RANK: 4
	Not completed	2	1.0%	
Q10- Priorities for adult social care over the next 3 years; (b) Provide a range of information and advice to help people make informed choices about their care and support needs	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	160	80.0%	
	Mostly agree	31	15.5%	**95.5%** agree
	Mostly disagree	2	1.0%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	0	0.0%	
	Don't know	5	2.5%	RANK: =1
	Not completed	2	1.0%	

Question	Response	Count	% of total	RANK OR TOTAL
Q10- Priorities for adult social care over the next 3 years; (c) Increase prevention services to prevent, reduce or delay a person's care needs	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	152	76.0%	
	Mostly agree	31	15.5%	**91.5%** agree
	Mostly disagree	3	1.5%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	7	3.5%	
	Don't know	5	2.5%	RANK: 5
	Not completed	2	1.0%	
Q10- Priorities for adult social care over the next 3 years; (d) Strengthen the voice of the person so that they can shape and influence their care journey	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	148	74.0%	
	Mostly agree	42	21.0%	**95.0%** agree
	Mostly disagree	2	1.0%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	0	0.0%	
	Don't know	6	3.0%	RANK: 3
	Not completed	2	1.0%	
Q10- Priorities for adult social care over the next 3 years; (e) Adopt more innovative and creative approaches to meeting needs such as digital online support and assistive technology to meet care needs	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	97	48.5%	
	Mostly agree	57	28.5%	**77.0%** agree
	Mostly disagree	19	9.5%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	16	8.0%	
	Don't know	9	4.5%	RANK: 8
	Not completed	2	1.0%	
Q10- Priorities for adult social care over the next 3 years; (f) Provide more opportunities for care, including accommodation with support, to be provided closer to home	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	161	80.5%	
	Mostly agree	30	15.0%	**95.5%** agree
	Mostly disagree	1	0.5%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	2	1.0%	
	Don't know	4	2.0%	RANK: =1
	Not completed	2	1.0%	
Q10- Priorities for adult social care over the next 3 years; (g) Stimulate and co-design the local care market to provide flexible services that best meet people's needs	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	135	67.5%	
	Mostly agree	48	24.0%	**91.5%** agree
	Mostly disagree	6	3.0%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	3	1.5%	
	Don't know	5	2.5%	RANK: 6
	Not completed	3	1.5%	
Q10-Priorities for adult social care over the next 3 years; (h) Create more collaborative opportunities with partners, including the voluntary sector, to deliver services	Strongly agree (Includes those who responded "Yes I Agree" on Easy Read survey)	134	67.0%	
	Mostly agree	47	23.5%	**90.5%** agree
	Mostly disagree	7	3.5%	
	Strongly disagree (Includes those who responded "No I don't Agree" on Easy Read survey)	5	2.5%	
	Don't know	4	2.0%	RANK: 7
	Not completed	3	1.5%	
Q11. Please tell us about any comments you have on the proposed priorities or other areas you think should be considered.	*TEXT - See separate Sheet*	n/a	n/a	
Q12 If you had to rank the proposed 8 priorities that you have just looked at; which 4 would be the most important to you? *(NB Some responders selected more, or less than the number requested)*	a) Support young people with care and support needs to prepare for adulthood	76	38.0%	
	b) Provide a range of information and advice to help people make informed choices about their care and support needs	93	46.5%	**4**
	c) Increase prevention services to prevent, reduce or delay a person's care needs	102	51.0%	**2**
	d) Strengthen the voice of the person so that they can shape and influence their care journey	95	47.5%	**3**
	e) Adopt more innovative and creative approaches to meeting needs such as digital online support and assistive technology to meet care needs	28	14.0%	
	f) Provide more opportunities for care, including accommodation with support, to be provided closer to home	105	52.5%	**1**
	g) Stimulate and co-design the local care market to provide flexible services that best meet people's needs	57	28.5%	
	h) Create more collaborative opportunities with partners, including the voluntary sector, to deliver services	54	27.0%	
Q13. Did you find out strategy in 2017 easy or difficult to understand? (This was only asked through the online survey therefore 'easy read' submissions have been excluded from the calculations)	Very easy	25	15.6%	
	Quite easy	62	38.8%	**54.4%** easy
	Quite difficult	18	11.3%	
	Very difficult	7	4.4%	
	Didn't read it	48	30.0%	
Q14. Please tell us about anything else you feel may need to be considered in the strategy.	*TEXT - See separate Sheet*	n/a	n/a	
Q15 Please tell us whether you'd like to see the findings from this questionnaire published on our	*Removed from survey, all consultations are required to be published*	*n/a*	*n/a*	
Q16. I would like to get involved in in the Adult Social Care Co-Production Panel	Yes	48	24.0%	
	No	133	66.5%	
	Not responded	19	9.5%	

Question	Response	Count	% of total	RANK OR TOTAL
FOR EQUALITIES INFORMATION AND OPEN TEXT RESPONSES PLEASE SEE SEPARATE SHEETS				

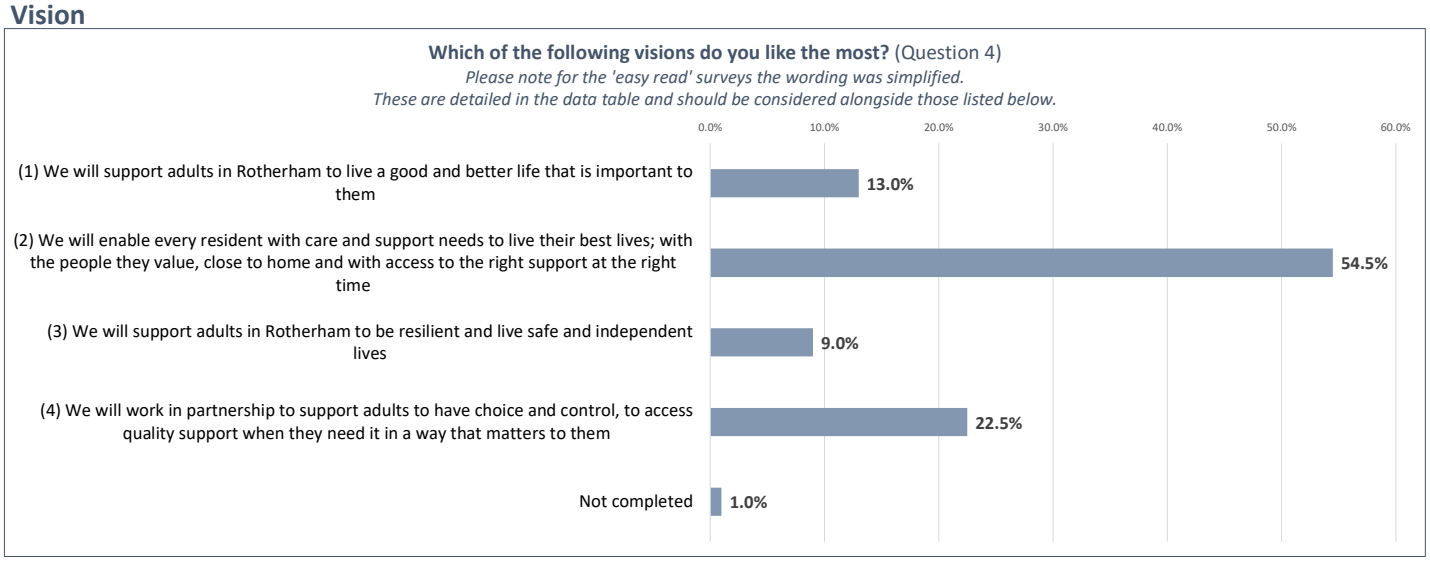
Adult Social Care Strategy and Vision Consultation 2023/24

Date of data download: 04/10/2023

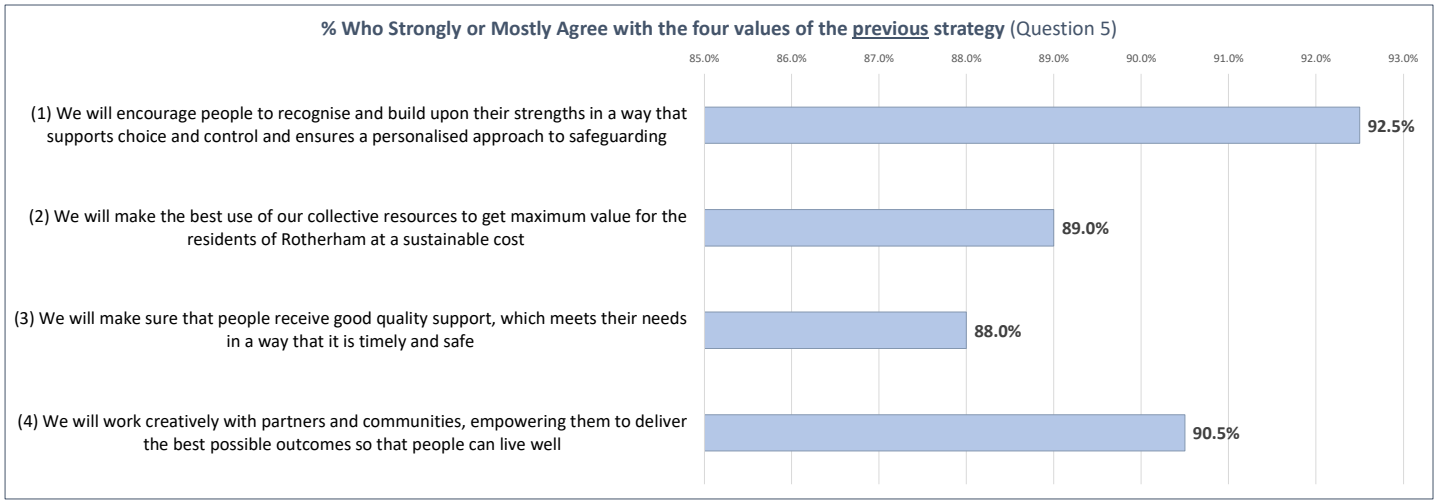
Total Number of surveys submitted as at the date above		**200**
Submission breakdown	Number standard online surveys	160
	Number of Easy Read paper surveys	40

Chart Analysis of Key Questions

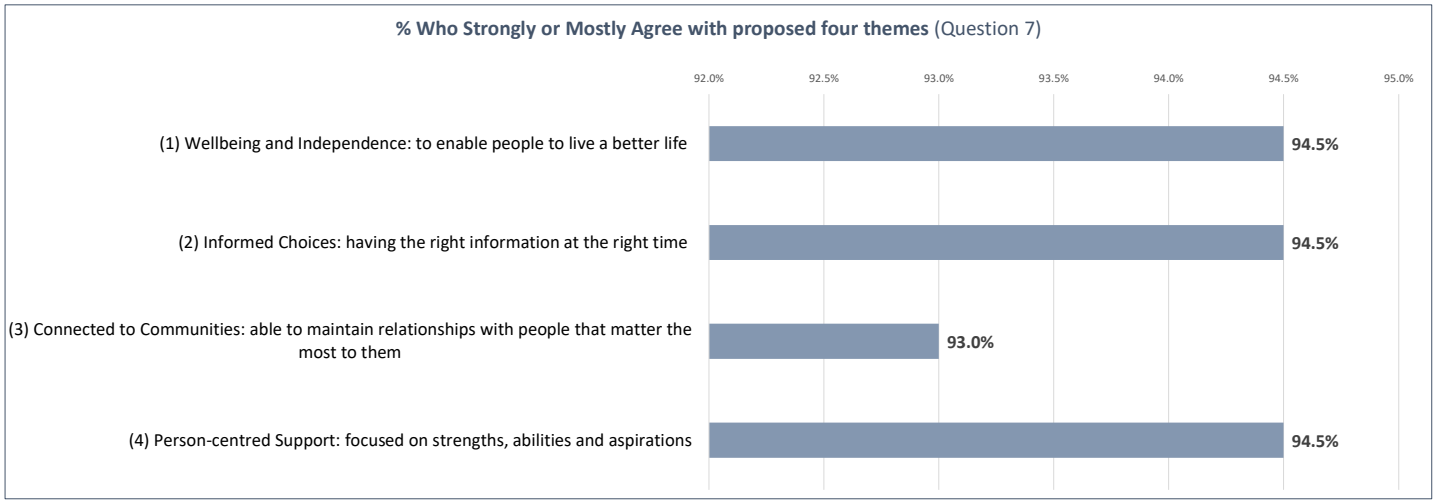
Vision



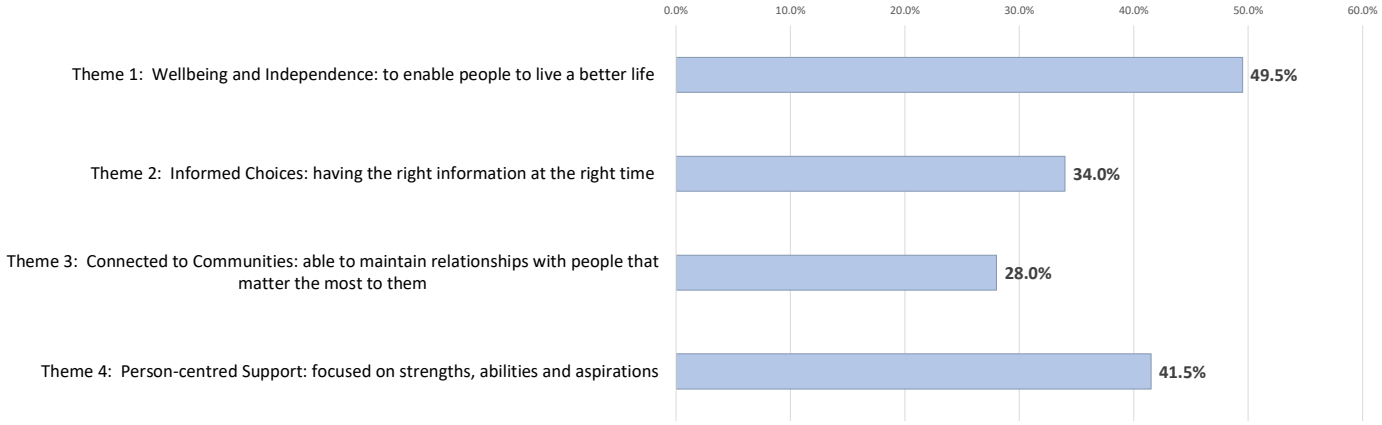
Previous Strategy Values



Themes

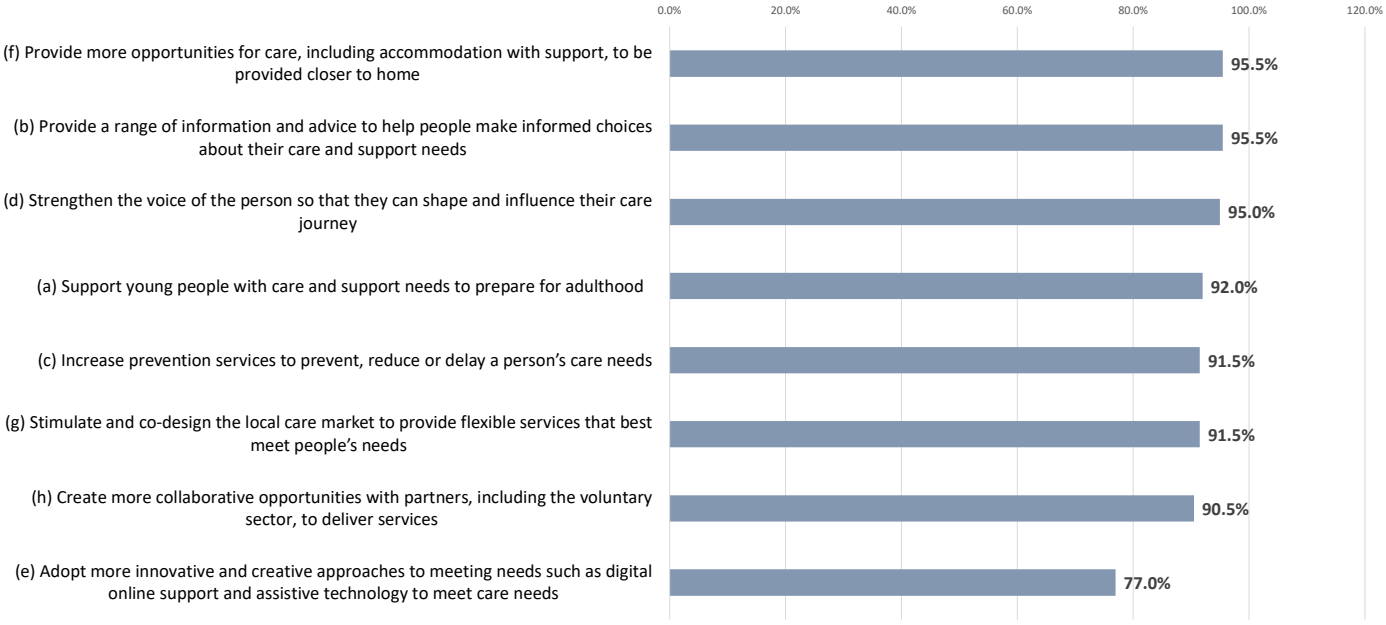


Of the proposed themes which are the most important (Question 9)
Responders were asked to pick two, however some selected more and some just one

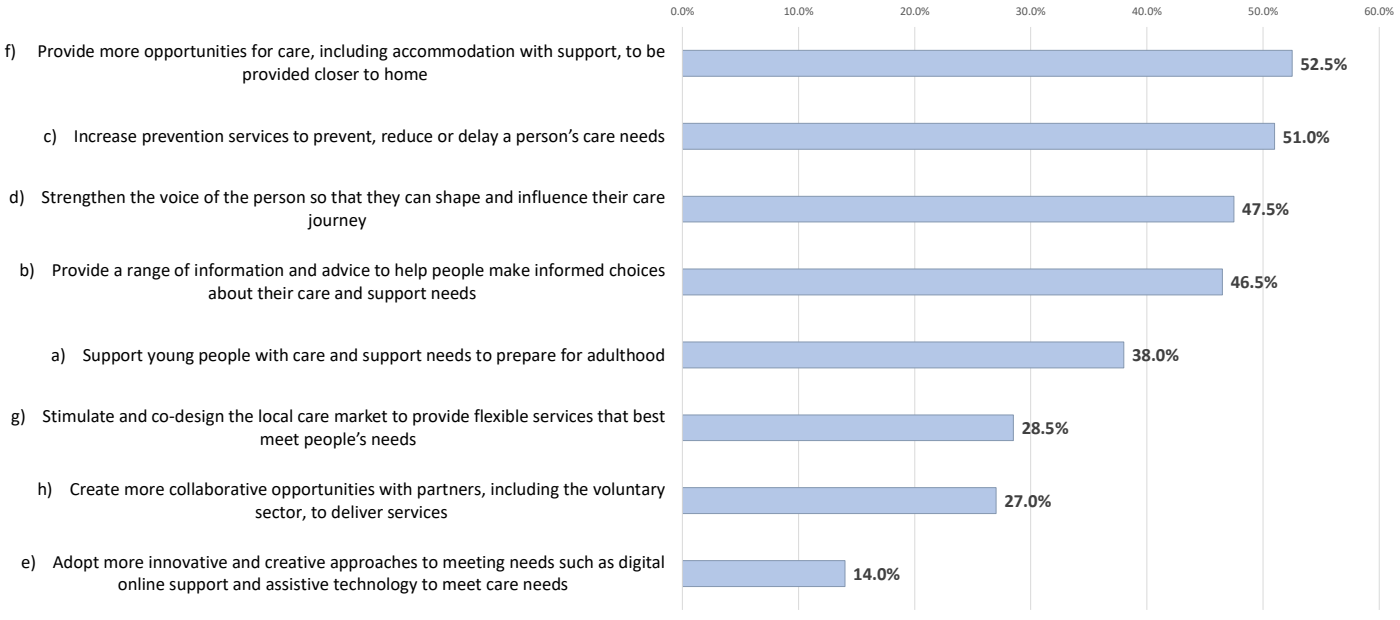


Future Priorities

% Who Strongly or Mostly Agree with the proposed 3 year priorities in rank order (Question 10)
Where the % who agree was equal the option with the highest 'strongly agree' was positioned higher



Of the proposed priorities which are the most important in rank order (Question 12)
Responders were asked to select four, however some selected more and some just one



Adult Social Care Strategy and Vision Consultation 2023/24

Date of data download: 04/09/2023

EQUALITIES MONITORING OF RESPONDERS

TOTAL NUMBER OF RESPONSES **200**

CHARACTERISTIC	ANSWER/GROUP	COUNT	% OF RESPONDERS
Age	Under 25	2	1.0%
	25-45	36	18.0%
	46-64	43	21.5%
	65+	30	15.0%
	Prefer not to say (or not answered)	89	44.5%
Sex	Female	132	66.0%
	Male	36	18.0%
	In another way	2	1.0%
	Prefer not to say (or not answered)	30	15.0%
Transgender	Yes	2	1.0%
	No	171	85.5%
	Prefer not to say (or not answered)	26	13.0%
Sexual Orientation	Heterosexual/ straight	141	70.5%
	Gay/lesbian	3	1.5%
	Bisexual	3	1.5%
	Other	7	3.5%
	Prefer not to say (or not answered)	46	23.0%
Marriage and Civil Partnership	Single	27	13.5%
	Married	86	43.0%
	Living with partner	21	10.5%
	Divorced/ separated	9	4.5%
	Widowed	11	5.5%
	Prefer not to say (or not answered)	46	23.0%
Pregnancy and maternity - Currently pregnant	Yes	1	0.5%
	No	161	80.5%
	Prefer not to say (or not answered)	38	19.0%
Pregnancy and maternity - Had a baby in last 12 months	Yes	0	0.0%
	No	162	81.0%
	Prefer not to say (or not answered)	38	19.0%
Disability Has a disability or a condition which have lasted or expected to last for at least 12 months	Yes	66	33.0%
	No	90	45.0%
	Prefer not to say (or not answered)	44	22.0%
Disability - Disability details (% is of those who answered 'Yes' to disability question and multiple answers are possible)	Physical disability	28	42.4%
	Blindness or a partial loss of sight	7	10.6%
	Deafness or partial loss of hearing	5	7.6%
	Speech or verbal communication issues	3	4.5%
	Mental health condition	20	30.3%
	Learning disability	9	13.6%
	Long-term illness or health condition	35	53.0%
	Developmental disorder	5	7.6%
	Illness or condition that is not mentioned here	12	18.2%

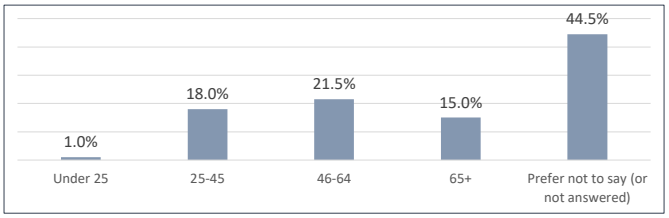
CHARACTERISTIC	ANSWER/GROUP	COUNT	% OF RESPONDERS
Ethnicity	White - British	148	74.0%
	White – Irish	2	1.0%
	White – Eastern European	0	0.0%
	White – Western European	1	0.5%
	White – Roma	0	0.0%
	White – Gypsy or Traveller	0	0.0%
	White – Any other background	1	0.5%
	Asian or Asian British - Indian	0	0.0%
	Asian or Asian British - Pakistani	8	4.0%
	Asian or Asian British – Bangladeshi	0	0.0%
	Asian or Asian British – Kashmiri	0	0.0%
	Asian or Asian British – Any other background	2	1.0%
	Black or Black British – Caribbean	0	0.0%
	Black or Black British – African	0	0.0%
	Black or Black British – Any other background	0	0.0%
	Dual Heritage – Asian and White	0	0.0%
	Dual Heritage – Black African and White	0	0.0%
	Dual Heritage – Black Caribbean and White	0	0.0%
	Dual Heritage – Any other background	0	0.0%
	Chinese	0	0.0%
	Yemeni	0	0.0%
	Arab	0	0.0%
	Other ethnic group	0	0.0%
	Prefer not to say (or not answered)	38	19.0%
	TOTAL Black or Minority Ethnicity	**14**	**7.0%**
Religion	Buddhist	1	0.5%
	Christian (all denominations)	86	43.0%
	Hindu	1	0.5%
	Jewish	0	0.0%
	Muslim	9	4.5%
	Sikh	0	0.0%
	Other religion or belief	7	3.5%
	No religion	54	27.0%
	Prefer not to say (or not answered)	42	21.0%
Refugee or Asylum Seeker Status	Refugee	0	0.0%
	Asylum Seeker	0	0.0%
	Neither	159	79.5%
	Prefer not to say (or not answered)	41	20.5%
Carers Unpaid carer for a family member or friend who is ill, frail, disabled or has mental health or addiction problems.	Yes	53	26.5%
	No	134	67.0%
	Prefer not to say (or not answered)	13	6.5%

Adult Social Care Strategy and Vision Consultation 2023/24

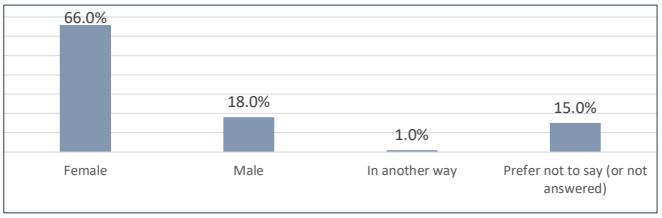
Date of data download: 04/10/2023

Equalities Monitoring of Responders

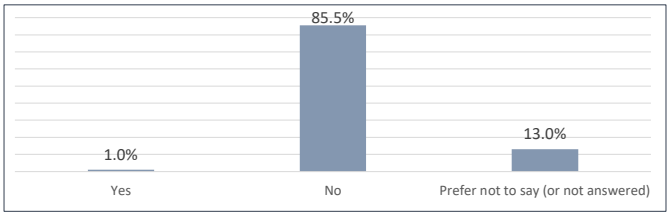
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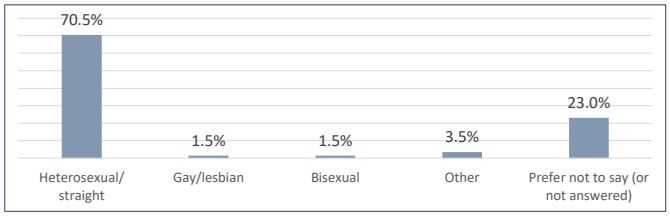
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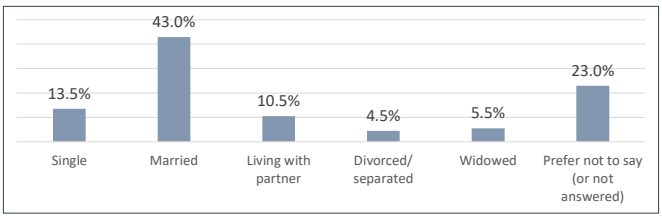
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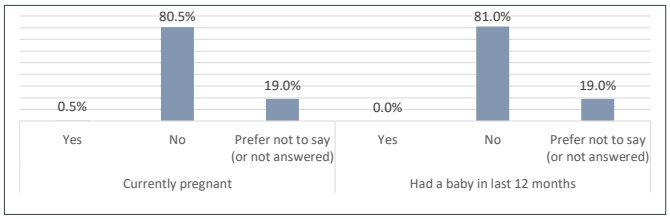
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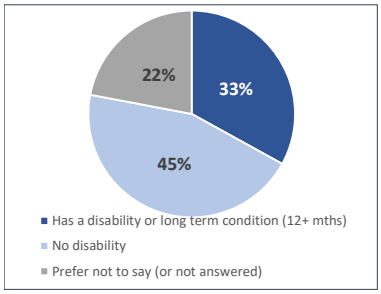
Marriage and Civil Partnership

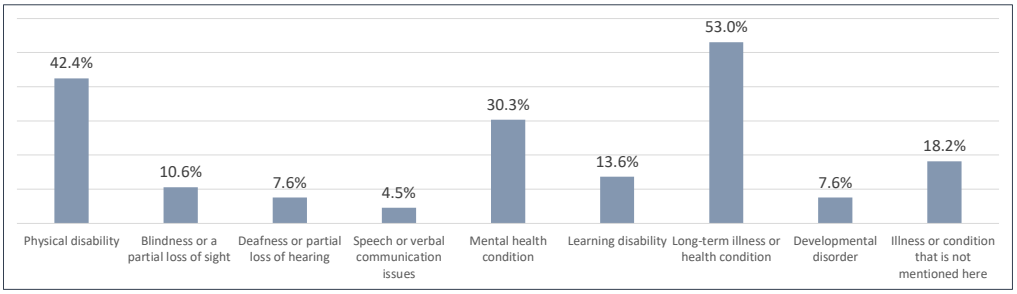


Pregnancy and Maternity

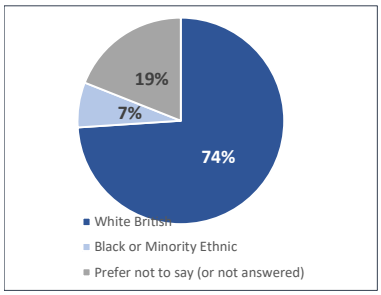


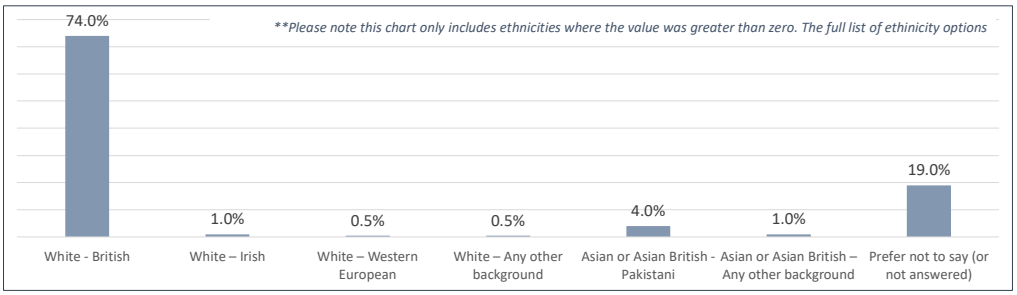
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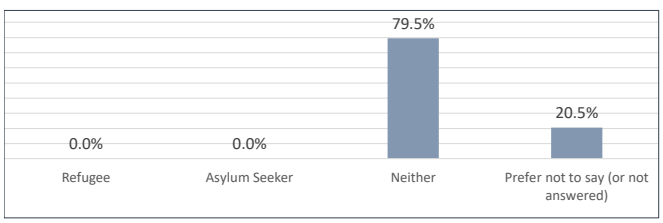


Ethnicity

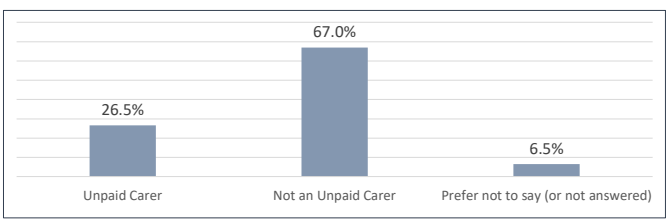




Refugee or Asylum Seeker status



Carers



Geographical analysis of responses

The following analysis is calculated via the postcode submitted by the responder via each survey.

Adult Care Locality reach area	Ward	Number of Responses	% of Total Responses
CENTRAL	Boston Castle	20	10.0%
	Greasbrough	4	2.0%
	Keppel	6	3.0%
	Rotherham East	14	7.0%
	Rotherham West	11	5.5%
	Sitwell	9	4.5%
	CENTRAL TOTAL	**64**	**32.0%**
NORTH	Dalton & Thrybergh	9	4.5%
	Hoober	9	4.5%
	Kilnhurst & Swinton East	10	5.0%
	Rawmarsh East	9	4.5%
	Rawmarsh West	9	4.5%
	Swinton Rockingham	5	2.5%
	Wath	10	5.0%
	NORTH TOTAL	**61**	**30.5%**
SOUTH	Anston & Woodsetts	8	4.0%
	Aston & Todwick	5	2.5%
	Aughton & Swallownest	2	1.0%
	Bramley & Ravenfield	2	1.0%
	Brinsworth	6	3.0%
	Dinnington	10	5.0%
	Hellaby & Maltby West	5	2.5%
	Maltby East	3	1.5%
	Rother Vale	2	1.0%
	Thurcroft & Wickersley South	7	3.5%
	Wales	8	4.0%
	Wickersley North	2	1.0%
	SOUTH TOTAL	**60**	**30.0%**
Out of Area	TOTAL	7	3.5%
Not provided	TOTAL	8	4.0%
Grand Total		200	

Adult Social Care Vision
2017–2020

Every adult secure, responsible and empowered



Rotherham
Metropolitan
Borough Council

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1 Foreword

As Lead Member for adult social care in Rotherham Council I am pleased to introduce our approach to independent living, which underpins the adult social care Vision for Rotherham. It provides a vision for adult social care based on three key themes:

THEME 1	**Act to help yourself**
THEME 2	**Act when you need it**
THEME 3	**Act to live your life**

By focussing our actions and efforts on these three key themes I believe will allow us over the next three years to strengthen and support the care and support that we provide to residents and their carers in Rotherham.

We believe that the best social care can only become a reality if we further support the residents of Rotherham to have control over how they manage their social care needs, with a strong emphasis on the use of personal and community assets and working in partnership in a way that is financially sustainable in the medium and long term. Strong partnerships will be the best way to deliver support which allows our residents to have full and valued lives.

Our approach demands that we make the best use of our collective resources, as all of our residents expect us to provide fair, safe and affordable care which represents good value for the Rotherham pound. Linked to this vision we will develop an outcomes framework to check out our performance so that we are all confident that both the quality and supply of our support and care is right.

All of this will be secured by a commitment to safeguard anyone who needs specialist support and at all times to show respect and dignity for those we work with.

I hope that you will step up to make our vision and approach a reality so that we can all celebrate and enjoy an independent life in Rotherham.



Councillor David Roche
Cabinet Member for Adult Social Care and Health

2 Our Vision for Active Independence

Our vision for adult social care in Rotherham is:

'We will act together to support the residents of Rotherham to live full active lives; to live independently and to play an active part in their local communities'.

Rotherham Council works closely with partners across health services, including public health, and within the community and voluntary sector to ensure that we deliver the best possible outcomes for our residents. Our vision for adult social care supports the delivery of Council Plan priorities, in particular, 'Every adult secure, responsible and empowered'.

Our Values for 'Active Independence' are:

Focus on the Person	We will encourage people to recognise their strengths in a way that supports choice and control and ensures a personalised approach to safeguarding
Best Value	We will make the best use of our collective resources to get maximum value for the residents of Rotherham at a sustainable cost
Quality	We will make sure that people receive good quality support, which meets their needs in a way that it is timely and safe
Working Together	We will work creatively with partners and communities, empowering them to deliver the best possible outcomes so that people can live well

3 Why we need to change

Adult social care makes a unique and distinctive contribution to society in Rotherham by ensuring that vulnerable adults are protected and those with support needs are able to live full, active and independent lives in their local communities. However, adult social care services across the country face unprecedented challenges caused by a rapidly increasing population, increasing costs and demand, and the requirements of the Care Act, 2014.

In 2016 there were approximately 262,000 people in Rotherham (National Statistics), with 205,300 people aged over 18. The majority of the population (91.9%) in Rotherham were of White British ethnicity (source 2011 Census), with the largest minority ethnic group being Pakistani and Kashmiri. Both male and female life expectancy in Rotherham are below the England average and life expectancy is 9.5 years lower in the most deprived areas compared with those least deprived.

Projections from 2016 to 2020 suggest that the number of people aged 65 and over will increase by 6% to 53,540 and the number of people over 85 will grow by 10.6% to 6,556.

Based on projected population growth, spend will increase by about £2.5 million between 2016 and 2020 if current demand for care stays the same. Adult social care in Rotherham will need to continue to build and strengthen its operating model and offer to reconfirm its commitment to supporting adults and carers in a person-centred way and within a shrinking financial envelope.

A large proportion of the challenge relates to increasing numbers of older people, which means there will be more people developing long term conditions which need more complex support. This increase means there will be a substantial spike in costs and we will need to strengthen how we operate to manage the increased demand. This will continue to be based on a shared responsibility between the Council, the community and the resident. The three themes we have adopted are key to the delivery and measurement of the success of our approach.

In 2016/17 around 6,250 people received care and support provided by Rotherham Council. The Council spent approximately £105 million on adult social care services, with around 1,550 people receiving care in residential accommodation during the year. At national level, social care budgets have reduced by 8% in real terms over the last 4 years. To continue to deliver support and manage demand, we have to strengthen our operating model and our offer in Rotherham.

The Care Act, 2014, represents the single biggest change to social care legislation in decades. Rotherham adult social care is working to promote more responsible choice and control to support a way that enhances active and independent communities.

The purpose of this Vision is to acknowledge the national and local context of shrinking resources and increasing demand, which are some of the factors that have shaped this Vision, and the framing of a strengthened adult social care operating model and offer.

The Vision sets out the Council's three key themes, identifies the improved outcomes we want to see and looks at how we will measure success. It provides the road-map for continued adult social care over the next three years. This will ensure that all residents are encouraged to recognise their strengths, build their independence and identify the support that their family, friends and local community can give them, based on three key themes:

THEME 1	**Act to help yourself**
THEME 2	**Act when you need it**
THEME 3	**Act to live your life**

The Vision fits with the common vision and ambitions in the Rotherham's Health and Social Care Place Plan, which sets out 5 key joint initiatives with partners to champion prevention, independence and place people at the centre of their own care and support. In doing so both visions aim to first improve and then transform the care system, reducing demand and achieving financial sustainability, whilst providing Rotherham people with better services and a better quality of life. Local Government has a place shaping role and we must use this mandate to have new and different conversations with our residents and our communities to ensure that Rotherham can continue to thrive.

4 Our Approach and Offer

Our approach is based on early intervention and self-management, delaying the need for formal care and reducing the demand for adult social care input - and not just waiting for people to reach crisis.

Our offer is based on fundamental principles of:

- **Self-determination:** each person should be in control of their own life
- **Direction:** each person should have their own path and purpose to give their life meaning
- **Money:** each person should have enough money to live an independent life
- **Home:** each person should have their own home, living with people they choose
- **Support:** each person should get the right support that helps them to live their own life
- **Independence:** each person should have the opportunity to learn or regain their skills
- **Community Life:** each person should be able to participate fully in their community
- **Rights:** each person should have their legal and civil rights respected
- **Responsibilities:** each person should take responsibility in their own lives and contribute to their community
- **Assurance:** each person should have confidence in the quality of services the Council commissions or provides itself

Our offer has a number of key commitments which we will make to adults and carers in Rotherham.

We will:

- Listen carefully to understand what makes a good life for you
- Communicate clearly and in a way that is best for you
- Listen to and value what you, family, friends and your community say
- Intervene to facilitate solutions
- Work with you at a pace that is right for you
- Actively engage with our local communities and partners to develop alternative solutions for you
- Work with you to manage risk in a positive way and keep you safe
- Work with you in a fair way with the resources we have.

THEME 1	**Act to help yourself**

We want to promote personal responsibility and for people to have opportunities to become a greater part of their community through increased opportunities for socialising, gaining personal recognition and building relationships, whilst remaining in their own homes and communities for as long as possible.

We will:

- Improve access to information and advice about care and support
- Promote access to 'universal services' which are available to all residents
- Provide support in the community to help people to live active and independent lives, including shaping the quality and capacity of the care market and the voluntary and community sector
- Work with our health partners to identify people most at risk of needing support from adult social care in the future and intervene as early as possible, to help them stay healthy and prevent the need for future support. Our work will strengthen the use of information and advice and technology enabled care.
- Work in partnership to develop interventions that reduce the need for support such as personalised advice, advocacy, peer networks and intergenerational opportunities
- Support carers to maintain their caring role and stay well. We will review our support for carers, especially those providing significant unpaid care or those caring for people with dementia and commission support that is appropriate for their needs

This means:

- I know where to find information about social care services and how to get advice and support when required
- I am helped to remain as independent as possible in my own home for as long as possible
- I am supported as a carer to maintain my caring role and look after my own health.

The delay of the development of long term care needs by targeting support at those who have experienced a recent crisis or acquired an illness or disability is theme 2 of our operating model.





THEME 2	**Act when you need it**

The delay of the development of long term care needs by targeting our support at those who have experienced a recent crisis or acquired an illness or disability is theme 2 of our operating model.

We will:

- Target intensive support through our Assessment and Reablement Service to assist people to recover quickly, regain and retain their independence.
- Work with partners in health and the voluntary and community sector to provide short term support with no assumption of long term support to people who are at risk of losing their independence
- Help people living with health conditions to plan for their future
- Use personal aids such as equipment and assisted technology to regain or maintain a person's independence

This means:

- I will only receive support for the time I need it to regain my independence
- I will recover quickly and regain my social life with family and friends within my own community
- I will be able to plan my future.





THEME 3	Act to live your life

This means looking at what an individual can do for themselves with the support of their existing family networks or community and what they might need help with. This is theme three.

We will:

- Provide a personal budget for those who are eligible for Council support.
- Help people to identify and develop their strengths and increase independence by working with their family and community networks, where possible
- Be responsible with public money and ensure best value when we purchase or commission services
- Support our staff to develop the right skills and knowledge to enable them to be innovative and creative when helping someone
- Develop support plans that build on a person's strengths and the goals they want to achieve rather than creating dependency

This means:

- I manage my own care and support via a personal budget that provides the right amount to meet my needs
- I receive flexible support
- I am helped to remain as independent as possible in my own home for as long as possible.




BREAKFAST

Case Study – **Mandy**	Theme 1 Act to help yourself	Theme 2 Act when you need it	Theme 3 Act to live your life
Mandy is a 23 year old woman with a diagnosis of Autism and Anxiety, who lives at home with her mum and dad. She attends the local college 2 days a week and has just started attending ADPRO Employment Service. Mandy's mum meets all her care and support needs and they are both happy with this arrangement. During the Care Act assessment, Mandy said she wanted more access to the wider community and to 'make new friends' outside of the family home and education. Mandy was also keen to become more independent. **What came out of the different conversation?** Spending time and getting to know Mandy meant a better picture of her skills, capabilities and interests was gained. She was linked in with a local service provision for people with Autism. Mandy is happy with this service and is able to access a wide range of activities and events alongside her peers. Mandy found that some of her friends from college already attended the group and this has given her the confidence and self-esteem to make new friends. Mandy's mum said "they wished they had found this service years ago". Mandy will be able to slowly develop her confidence travelling. She will link in with the travel buddies in time to develop her independence in this area. **Benefits and Savings** o Development of a more varied routine, led by Mandy's interests. o Access to a community asset. o Increased social network with peers. o Increased confidence in accessing new things o Opportunities to develop independence outside of the home environment.	✓		✓

Case Study – **Aazar**	Theme 1 Act to help yourself	Theme 2 Act when you need it	Theme 3 Act to live your life
Aazar is a 52 year old man from Afghanistan, who has been granted Asylum status in the UK. Aazar is disabled, suffers from depression and anxiety, and is going through the emotional trauma of being separated from his wife and children, who are still in Afghanistan. **What came out of the different conversation?** Aazar is a very articulate gentleman who enjoyed talking about his personal interests. Aazar explained he wanted to engage in more activities in order to boost his self-esteem. During the Care Act Assessment, Aazar spoke about wanting to improve his health due to high cholesterol, however, he could not find a reasonably priced or disabled access gym. A search on the Connect to Support website identified Jason at Active Regen, who runs fitness sessions aimed at those with physical disabilities. Jason has since met with Aazar and is providing fitness sessions in his home every week. This is having a positive impact on both Aazar's physical and emotional wellbeing. **Benefits and Savings** With the community support in place for Aazar, he will not require an increase in his service provision. It is hoped that these community assets will give Aazar a greater connection with the local community in Rotherham and therefore have a significant impact on his wellbeing.	✓	✓	✓

Case Study – **John**	Theme 1 Act to help yourself	Theme 2 Act when you need it	Theme 3 Act to live your life
John is an 84 year old man, living in supported housing. John had been a professional footballer and had been very active for his age until, unfortunately, his cognition deteriorated following a diagnosis of dementia. His family requested a social care assessment as they lived away and were concerned about how he was coping at home alone. **What came out of the different conversation?** The Care Act assessment identified that through meals delivery and spending time with his sister, John was able to continue to live an independent life. John shared that he previously enjoyed attending memory clinics in the local community and felt this would be something he would like to do again. Through utilising local community assets, a sporting memories group was found at the local football stadium. John was pleased about this and felt this was something he would like to try as he could share his lived experiences playing professional football. John attended the group and thoroughly enjoyed it. **Benefits and Savings** With the community support in place for John, he will not require an increase in his service provision. It is hoped that these community assets will give John a greater connection with the local community in Rotherham, and therefore have a significant impact on his wellbeing.	✓	✓	✓

5 Making Change Happen

Strengthening the way adult social care operates in Rotherham will require committed and enthusiastic leadership within the Council to strive for the successful delivery of excellent adult social care:

A focus on community, early help and prevention

We are fundamentally changing the way we work across the whole system. This requires a strong partnership approach and significant joint effort in empowering resilient communities to develop and release their resources to support and include vulnerable people in community life. At the core we will be taking a strengths-based approach, helping more people to help each other and themselves.

A focus on the Customer Journey

The Customer Journey will change as a result of the three theme approach to independence. The current Customer Journey is fragmented and involves multiple contact points which can be confusing and can take time to navigate. The strengthened Operating Model will improve the experience for residents and partners. A quick response and reduced contact points means that the Customer Journey will be streamlined and efficient, offering support in the right way.

A focus on innovative commissioning

The Vision requires a different approach to commissioning. An approach that utilises intelligence, works closely with operational adult social care, partners, providers, community and service users to understand demand, to stimulate and co-design the market to provide services that best meet these needs and maximise independence and wellbeing.

Leadership and Governance:

In order to deliver the Vision and the underpinning Operating Model, it will be essential that there is strong political and officer leadership and effective executive and officer support to ensure the operational model becomes a reality in Rotherham. The Adult Social Care Improvement Board will provide strategic leadership and oversight.

The delivery of the Vision will require:

- strong performance management to promote improved outcomes for residents and their carers;
- a clear focus on strengthened commissioning to support improved quality;
- to ensure effective resource management and to develop an effective communication and engagement Vision so that all key partners remain involved and fully contribute.

The Vision and its implementation will be supported through the established project management process. Robust governance, scrutiny and accountability processes are in place. The Health and Wellbeing Board will be key sponsors of this Vision and the Joint Strategic Needs Analysis will be used to refresh and update the Vision on an annual basis.

Local people who access services, based on their experience, working with commissioners will ensure that the key performance indicators measuring success are both reported on and delivered against. These measures will be linked to the adult social care Outcomes Framework.

In addition to this strategic drive we will develop leadership at all levels and especially in the front line where our managers will support staff to deliver the highest quality of support planning and care

Strong partnerships:

Continued and improved joint working between the full range of statutory, voluntary and community sector partners that make a significant contribution to improving the health and wellbeing of residents in Rotherham. Five key joint initiatives in the Health and Social Care Place Plan are championing the change required, promoting prevention, independence and placing people at the centre of their own care and support.

We will work closely with GPs and primary care colleagues, secondary care providers both in community and hospital based settings and specialist providers of health care in areas such as mental health and learning disability. There is a clear requirement for care to be well 'joined up' so that an individual has a clear support plan supported by all the partners working together.

We will include Housing within our collaborative working and develop an Accommodation and Support Vision with commissioners.

This will:

- ensure more people remain at home and within their own community, if that is their choice; and
- enable more people to have an early transfer from hospital through the availability of more flexible specialist housing;
- harness the full potential of assisted technology to enable people with care and support needs to remain living safely in their own homes.

We will make our approach happen by working at 4 levels:

- Individual Practice Level: working in a different way to help individuals and their families to find solutions that build on their strengths and assets
- Solution Level: shaping flexible responsive solutions which empower and are delivered in new and innovative ways
- Community Level: harnessing the strength of resilient individuals, families and communities
- Whole: celebrating that the solution design will be working collaboratively with colleagues in the wider public, voluntary and community and private sectors. We need to harness and lead a win-win solution across health and social care to manage demand and keep people safe and well.

Glossary

Assisted Technology	Is equipment that helps people to do what they need or want to do more easily, independently and better.
Care Act 2014	The Care Act 2014 came into effect in April 2015 and replaced most previous law regarding carers and people being cared for.
Care Market	The Care Act 2014 sets out duties on local authorities to facilitate a diverse, sustainable, high quality market for their whole local population, including those who pay for their own care, and to promote efficient and effective operation of the adult care and support market as a whole.
Census	Is a way to find and record information about every member of a population.
Commissioning	Is when the Council purchases (buys) goods or services from other organisations.
Community/Voluntary Sector	Play an important role in providing services in the community. They are non-profit-making.
Health & Social Care Place Plan	Rotherham's Health and Social Care Community has been working in a collaborative way for the past several years to transform the way it cares for its population, to provide the best possible services and outcomes for our population. The Plan details a joined up approach to delivering five key initiatives that will help us achieve our Health and Wellbeing Strategic Aims and meet the South Yorkshire and Bassetlaw's Integrated Care System (ICS) objectives.
Health & Well Being Board	Established and hosted by local authorities, health and wellbeing boards bring together the NHS, public health, adult social care and children's services, including elected representatives and Local Healthwatch, to plan how best to meet the needs of their local population and tackle local inequalities in health.
Joint Strategic Needs Analysis (JSNA)	Looks at the current and future health and care needs of local populations to inform and guide the planning and commissioning (buying) of health, well-being and social care services within a local authority area.

Office for National Statistics	Is the UK's largest independent producer of official statistics and the recognised national statistical institute of the UK. It is responsible for collecting and publishing statistics related to the economy, population and society at national, regional and local levels. It plays a leading role in national and international good practice in the production of official statistics.
Operating Model	Is how an organization delivers value to its customers, as well as how an organisation actually runs itself.
Performance Management	Includes activities which ensure that goals are consistently being met in an effective and efficient manner. Performance management can focus on the performance of an organization, a department, employee, or even the processes to build a product or service, as well as other areas.
Personal Budget	Is money from adult social services to pay for the services people need. This gives better choice and control to people about their care.
Primary Care	Is the first place people go to when they have a health problem and includes a wide range of professionals, eg GPs, dentists, pharmacists and opticians.
Reablement	The active process of regaining skills, confidence and independence after injury or illness
Secondary Care	Means being taken care of by someone who has particular expertise in whatever problem a patient is having. It's where most people go when they have a health problem that can't be dealt with in primary care because it needs more specialised knowledge, skill or equipment than the GP has. It's often provided in a hospital. The GP will decide what kind of specialist the patient needs to see and contact them on the patient's behalf to get them an appointment – this is called a 'referral'.

APPRENDIX 4

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: Adult Social Care Strategy for Rotherham	
Directorate: Adult Care, Housing & Public Health	**Service area:** Adult Care and Integration
Lead person: Kirsty-Louise Littlewood	**Contact:** Kirsty-louise.littlewood@rotherham.gov.uk
Is this a: [X] **Strategy / Policy** [ ] **Service / Function** [ ] **Other** **If other, please specify**	

2. Please provide a brief description of what you are screening
The report seeks to implement an Adult Social Care Vision and Strategy for Rotherham which will replace the existing 2017 – 2020 vision (available here).

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?**

These proposals will affect people with care and support needs, their families and carers so it is critical that they are able to fully access the new strategy for adult social care which they have actively been engaged about and influenced.

- **Key findings**

The cohort of people affected through implementation of the strategy are:

- People aged over 18 (or 17.5 years for those people transitioning into adulthood)
- Have care and support needs which could relate to frailty, a physical disability, a learning disability, autism or mental ill health.
- This includes people who provide unpaid care for someone with care and support needs.

- **Actions**

The strategy will be designed in a user-friendly format and Plain English to ensure the target audience can fully understand the priorities for adult social care for the next 3-years. Particular attention will be paid to the design and format, to ensure the approach is fully accessible and understood by all interested individuals.

Date to scope and plan your Equality Analysis:	2 October 2023
Date to complete your Equality Analysis:	2 October 2023
Lead person for your Equality Analysis (Include name and job title):	Kirsty-Louise Littlewood, Assistant Director, Adult Care & Integration

5. Governance, ownership and approval

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

Name	Job title	Date
Cllr Roche	Cabinet Member for Adult Social Care & Health	08/10/2023
Ian Spicer	Strategic Director, Adult Care, Housing & Public Health	23/10/2023

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	2 October 2023

Report title and date	Adult Social Care Strategy for Rotherham 2024 – 2027
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Report date: 22 January 2024 Publication date: 8 January 2024
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	4 October 2023

APPENDIX 5.

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: Adult Social Care Strategy for Rotherham	
Date of Equality Analysis (EA): 2 October 2023	
Directorate: Adult Care, Housing & Public Health	**Service area:** Adult Care and Integration
Lead person: Kirsty-Louise Littlewood	**Contact:** Kirsty-louise.littlewood@rotherham.gov.uk
Is this a: [X] **Strategy / Policy** [ ] **Service / Function** [ ] **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)**
Kirsty-Louise Littlewood	RMBC	Assistant Director, Adult Care and Integration
Laura Thornley	RMBC	Head of Service Improvement and Governance
Dania Pritchard	RMBC	Change Lead, Service Improvement and Governance

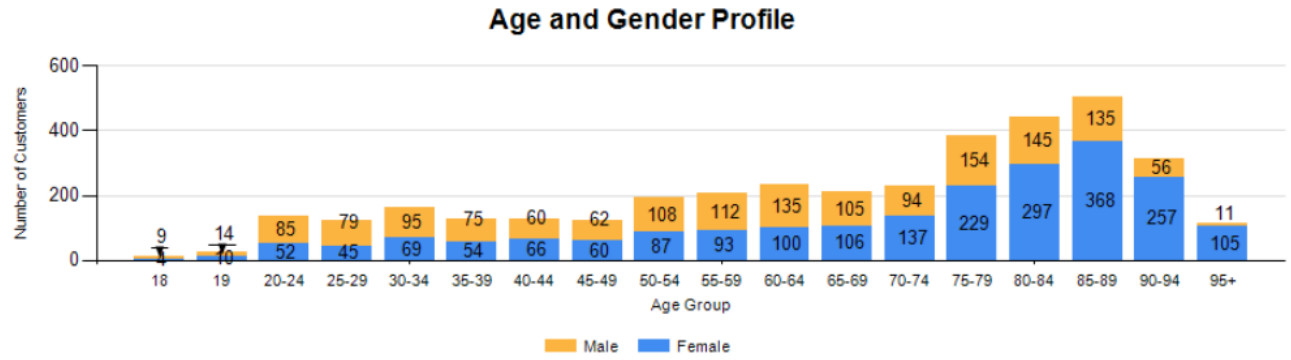
3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

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

The strategy will be specifically targeted at people with a care and support needs, their families and carers, as well as wider partners.

There are 3673 people with care and support needs in receipt of adult social care support. This can be broken down further into the following categories:

Age and Gender



Ethnicity
90% of Customers are White British and 10% are from a Black Minority Ethnic (BME) groups. The 'Asian-Pakistani' group has the highest number of customers 100 (2.72%) of cohort

Primary support reasons/Disabilities

- Learning Disability – 22%
- Mental Health Support – 11%
- Physical Support – 57%
- Sensory Support – 2%
- Social Support – 2%
- Support with Memory and Cognition – 7%

Religion or Belief

- 990 (26.95%) of the current customers with an open service have a Christian religion record.
- 69 (1.88%) of the current customers with an open service have a religion of Islam recorded on the system.
- 1471 (40.05%) of the current customers with an open service have not declared their religion.
- 1034 (28.15%) of the current customers with an open service haven't had the religion recorded on the system

Marital Status

- 751 (20.45%) have a marital status of widowed. Significantly more are female 624 compared to 127 males.
- 724 (19.71%) have a marital status of married. Slightly more are female 408 compared to 316 males..
- 1174 (31.96%) have a marital status of single sightly fewer are female 516 compared to 658 males.
- 685 (18.65%) don't have a marital status recorded

Sexual Orientation

Sexual orientation can be captured within the case management system but has not been collected for the majority of clients. Only 106 (2.89%) having a valid sexual orientation recorded. Of these 85 are Heterosexual and 21 are LQBT. We have 1499 customers recorded with "don't know" or "preferred not to say" which is a valid option. 2065 (56.22%) of current customers with an open service don't have the sexual orientation recorded

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

Data regarding people with a care and support need and their carers is captured on the Adult Care LAS system. However, people with care and support needs may be accessing this support privately or informally so may not be known to adult social care. It is essential that the strategy is accessible to all residents who may wish to understand the vision and strategy for adult social care.

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

Some people with care and support needs or carers may not be known to adult social care. This could be through choice or not being eligible for care and support services due to the level of presenting needs. There are a number of self-funders in Rotherham (figure unknown which is a national gap in data and not just a local issue). It is therefore important that opportunity to access the strategy and vision are widely promoted to residents.

In addition, the data in relation to Gender Reassignment, Pregnancy and Maternity have not been captured within the adult case management system (LAS).

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

The strategy will be fully accessible, with simple language and reduced jargon. The strategy will also be available in an easy read format. Concurrently, adult social care is developing feedback mechanisms for residents which will launch around the same time as the strategy is published. This will ensure people can feedback any issues or concerns. People accessing adult social care, carers 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 through the Council's complaints process. For more serious concerns, Safeguarding and Whistle Blowing policy and procedures are in place and fully adhered to.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	5 July – 4 October 2023. See appendix 2 of the report for the full breakdown and responses.
Engagement undertaken with staff (date and group(s)consulted and key findings)	No specific workforce engagement but staff may have engaged in the public consultation (see Appendix 2).

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) These services are available to all appropriate groups regardless of their **Age, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation**. Data is available for all people receiving adult social care support and unpaid carers. Data is captured on the Adult Care LAS case management system. The strategy will directly impact upon people with care and support needs and their carers, as well as their families.
Does your Policy/Service present any problems or barriers to communities or Groups? There may be a limited understanding of what adult social care is; the communication campaign will therefore use Plain English to ensure as many people as possible can access the strategy and vision.
Does the Service/Policy provide any positive impact/s including improvements or

remove barriers? As the Adult Social Care Strategy has been shaped and driven by people with care and support needs, their families and unpaid carers, it is intended that this will promote inclusivity and positive outcomes.
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) Enabling people with care and support needs, carers and wider residents to the strategy will support and strengthen community relations, as community cohesion and accessibility is an overarching focus.

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:	Adult Social Care Strategy (2024 – 2027)
Directorate and service area:	Adult Care, Housing & Public Health Adult Care and Integration
Lead Manager:	Kirsty-Louise Littlewood, Assistant Director, Adult Care and Integration
Summary of findings:	
The equality analysis has been completed to ensure that people with care and support needs, their families and unpaid carers can fully access the Council Strategy for Adult Social Care. Care has been taken in the design of the strategy to ensure it is inclusive and accessible to all.	

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Ensure that engagement outcomes are reported in a clear, representative, and balanced form back to Cabinet.	Primary focus A, D, C,	10/23
Strategy design process to take account of protected characteristics in terms of supporting accessibility and understanding including an easy read version.	Primary focus A, D, C,	11/23

Ensure that engagement outcomes are shared with all stakeholders in a timely manner using tools and techniques that take account of individual circumstances and protected characteristics.	Primary focus A, D, C,	10/23

***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
Adult Care, Housing and Public Health DLT	Directorate Leadership Team	31 October 2023
Cllr Roche	Cabinet Member for Adult Social Care & Health	8 October 2023
Ian Spicer	Strategic Director, Adult Care, Housing & Public Health	23 October 2023

7. Publishing

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

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

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	2 October 2023
Report title and date	Adult Social Care Strategy for Rotherham 2024 – 2027 – 22 January 2024
Date report sent for publication	8 January 2024
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	4 October 2023

APPENDIX 6: CARBON IMPACT 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 emissions impacts.	Outline any monitoring of emissions impacts that will be carried out.
Emissions from non-domestic buildings?	Unknown	Emissions from commissioned placements in residential and nursing care, as well as Lord Hardy and Davies Court care homes, which are managed by the Council.	Emissions from all residential and nursing care homes in the Borough of Rotherham.	Lord Hardy and Davies Court care homes are within scope of the Council's Buildings Heat Decarbonisation Plan, although site decarbonisation surveys are yet to be completed for these locations. Members of the Climate Change Team will attend a provider forum December this year, to engage with other care home providers.	In the Council's NZ30 greenhouse gas emissions monitoring, natural gas heating and electricity use in the managed care homes are scope 1 and 2 emissions sources, respectively. Emissions from commissioned placements are within scope 3: an initial estimate of these emissions was shared with Adult Care, Housing and Public Health DLT in April 2023.
Emissions from transport?	Unknown	Emissions from vehicle mileage incurred by the Council and its commissioned providers e.g., between home care visits or assessments in people's homes.	Emissions from vehicle mileage in the wider care and support market.		Emissions from corporate fleet vehicles and vehicle mileage incurred by Council officers are monitored as scope 1 and scope 3 respectively, in NZ30 greenhouse gas emissions accounting. An initial estimate of scope 3 emissions from commissioned home care services' vehicle mileage was shared with ACH&PH DLT, April 2023

APPENDIX 6: CARBON IMPACT ASSESSMENT

Emissions from waste, or the quantity of waste itself?	Nil				
Emissions from housing and domestic buildings?	Unknown		Emissions from people's own homes, principally from natural gas heating and electricity use.		
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:

Material Use
Approval is sought from Cabinet for the implementation of a new Council Strategy for Adult Social Care (2024 – 2027). The strategy will only be published electronically to mitigate the carbon impact.

Adaptation
In May 2023, the World Meteorological Organisation predicted with 98% confidence that at least one of the following five years – and the five-year period as a whole – would be the hottest on record. In the UK, summers as hot as 2022 are expected to happen on average every other year by 2050, even with steep cuts in global greenhouse gas emissions (Met Office, UKCP18).

Older people; people with chronic or severe health conditions; people who live alone and who are socially isolated; and people living in care homes are all at increased risk, during periods of extreme heat (UKHSA, 2022). As the proposed Rotherham Adult Social Care Strategy concerns all these groups, as it coincides with a period 2023 - 2028, predicted to be the hottest on record, the Council will need to consider how people living in Rotherham can be safe, healthy and continue to live well, in the face of mounting climate change impacts.

APPENDIX 6: CARBON IMPACT ASSESSMENT

Please provide a summary of all impacts and mitigation/monitoring measures:
Approval is sought from Cabinet for the implementation of a new Council Strategy for Adult Social Care (2024 – 2027), which proposes a vision and a set of values for adult social care in Rotherham, with four themes for delivering adult social care. Of these, the "Wellbeing and Independence" theme was ranked highest priority, by people who responded to the Council's public consultation. Wellbeing and independence are relevant to carbon and other climate change impacts. As detailed above, people with care and support needs may be more vulnerable to extreme heat, whether due to old age or ill health, because of social isolation or because they live in a care home. Climate change will become increasingly relevant to the wellbeing of people living in Rotherham, as the average UK summer temperature increases. By promoting people's independence and helping people to remain at home for as long as possible, the strategy will have an unknown impact on some sources of greenhouse gas emissions. For example, if more people stay healthy and well at home, or if more people choose home care, then there may be increased greenhouse gas emissions from transport and domestic energy use, across the Borough of Rotherham: with a corresponding decrease in greenhouse gas emissions, from care homes' energy use. More research is needed to understand the relative carbon impact of different models of care and support, to ensure the Council can achieve its vision for adult social care in Rotherham, while also achieving its Net Zero 2030 and Net Zero 2040 climate change goals.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Kirsty-Louise Littlewood, Assistant Director, Adult Care & Integration Adult Care, Housing and Public Health
Please outline any research, data, or information used to complete this form.	None
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	Not applicable
Tracking [to be completed by Policy Support / Climate Champions]	Tracking Reference: CIA 153 Arthur King, Principal Climate Change Officer, Strategic Asset Management, Regeneration and Environment

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Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet – 22 January 2024

Report Title
Digitalisation of the Rothercare Service

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

Strategic Director Approving Submission of the Report
Ian Spicer, Strategic Director of Adult Care, Housing and Public Health

Report Author(s)
Julie Moore
Head of Service – Adult Care Provider Services
julie.moore@rotherham.gov.uk

Ward(s) Affected
Borough-Wide

Report Summary

Nationally the Public Switch Telephone Network (PSTN) will close in December 2025. By then, every phone line in the United Kingdom will have moved to a fully digital network that uses Internet Protocol (IP) across a fibre-based service, seeing the traditional analogue PSTN lines decommissioned and replaced by a fully digital infrastructure. This is substantially impacting Alarm Receiving Centres (ARC's) such as Rothercare.

The PSTN infrastructure change will impact on both service delivery and cost and is a key driver to design a new business delivery model for Rothercare. A 90-day public consultation took place between 5 August 2023 and 13 November 2023 to further understand resident views on digitalisation of the service.

Whilst the move from analogue to digital will have a significant impact on Rothercare, it does support the Council's approach for the future delivery of care and support to be focussed on personalised outcomes and proactive and preventative services which are enabled by digital intervention and technology.

Recommendations

That Cabinet:-

1. Notes the outcome of the 90-day consultation exercise.

2. Notes the requirements of the national closure of the Public Switch Telephone Network (PSTN) and the impact on Rothercare.

3. Approves £1.7M capital investment funding to enable the purchase and installation of the new digital units, subject to approval of the Budget at Cabinet and Council in February 2024.

4. Approves the procurement of an external provider to complete the installations for the digital switchover to enable Rothercare to maintain its current standards of service level and quality throughout the transition process.

5. Agrees to receive a further report in the summer of 2024 detailing a new strategic approach to assistive technology and the business delivery model for a digitalised Rothercare service.

List of Appendices Included

Appendix 1 Consultation outcome
Appendix 2 Part A - Equality analysis screening
Appendix 3 Part B - Equality analysis form
Appendix 4 Carbon impact assessment form

Background Papers
None

Consideration by any other Council Committee, Scrutiny or Advisory Panel
No

Council Approval Required
No

Exempt from the Press and Public
No

Rothercare Review and New Service Model

1. Background

1.1.1 Rothercare provides an alarm service, connected to a 24-hour call centre that creates a route to rapid assistance in an emergency. The service is available to all adult residents of Rotherham, regardless of tenure type, age, or level of disability or frailty. The service operates a 24-hour specialist call centre and mobile responder unit which provides lifeline support to some of Rotherham's most vulnerable and isolated residents.

1.1.2 The service also provides and distributes low level assistive technology equipment including fall detectors, clocks and medication dispensers, that have been identified to support or maintain independence.

1.1.3 The service is well respected within the borough with a positive reputation for delivery and responsiveness, giving piece of mind to vulnerable residents and supporting people to maintain their independence.

1.1.4 The current charge for the Rothercare service is £3.29 per week.

Demand

1.1.5 The service currently supports 6,911 customers in 5,646 properties. This equates to 2,845 private properties and 2,801 local authority properties.

1.1.6 In 2022 Rothercare handled 325,275 calls which is an average of 27,106 per month. 98% of these calls were answered within 60 seconds and 99% answered within 180 seconds.

1.1.7 The service completed an average of 614 home visits each month in response to calls which needed the emergency assistance of a team member.

1.1.8 The service took an average of 132 new customer referrals for Rothercare each month and 162 new customer referrals for assistive technology equipment.

1.1.9 The increase in assistive technology provision over the years has increased the number of connections and calls to Rothercare. This has resulted in increased service activity with greater levels of complexity and involvement leading to a delivery pressure across the current Rothercare service.

1.2 Public Switch Telephone Network (PSTN)

1.2.1 Nationally, the Public Switch Telephone Network (PSTN) will close in December 2025. By then, every phone line in the United Kingdom will have moved to a fully digital network that uses Internet Protocol (IP) across a fibre-based service, seeing the traditional analogue PSTN lines decommissioned and replaced by a fully digital infrastructure. This has substantially impacted upon Alarm Receiving Centres (ARC's) such as Rothercare. Rothercare have already issued 1,647 digital units, leaving a further 4,279 units to be deployed.

1.2.2 The PSTN infrastructure change will impact on both service delivery and cost and is the key driver to design a new business delivery model, based around customer choice and requirements. The model will consider the continual development of technology, resources and cost.

1.2.3 The Council has carried out a 90-day public consultation which will support the development of a new business model going forward taking into account people's thoughts and preferences, both in relation to service delivery and service charges.

1.3 Drivers for Change

1.3.1 Analogue to digital switch over

1.3.2 By December 2025, all analogue telephone services will be switched off as the UK's telecom infrastructure is upgraded to digital connectivity. The digital switchover affects any product or service that uses a traditional analogue landline such as cash machines, lift emergency phones, CCTV and security barriers. The biggest impact nationally is the digital care technology sector and the millions of people who rely on telecare across the UK.

1.3.3 Currently, telecare equipment utilised to deliver these telecare services contains analogue dial-up protocols to carry status and alarm signalling between the alarm devices in a person's own home to the Alarm Receiving Centre (ARC). Rotherham's ARC is Rothercare.

1.3.4 The connectivity between the home and the ARC is provided by a person's home analogue telephone line or a mobile GSM radio embedded in the person's telecare alarm device. Ofcom and telecommunication providers advised that any systems relying on 'voice band data', such as telecare, will be affected by the digital switchover and a person's equipment must be updated for them to continue to receive their vital services.

1.3.5 This transition is now happening all across the UK and there are increasing reports from service providers of instability on analogue networks, along with growing numbers of cases where telecare clients are being migrated to a digital telephony service, placing their analogue telecare service at risk of operating unreliability.

1.3.6 To date, Rothercare have issued 1,647 digital units, work is required to replace a further 4,279 analogue boxes across Rotherham by December 2025. This is a national programme of work, and the Council are not able to influence this timeline. There is also a requirement to fund the installation of these devices.

1.3.7 The current Rothercare charge of £3.29 per week is insufficient to generate the income required to purchase and install the new technology, or fund the monthly rental costs of the sim cards which are a requirement to connect and operate the service.

1.3.8 Benefits of alarm response digital connectivity

1.3.9 Rotherham will have a compliant telecare service, delivered by December 2025, which enables:

1. Integration and Prevention

    - Open data, shared platforms and predictive analytics which would enable greater service integration and power preventative approaches.
    - Instant sharing of user information between services, powering partnership working.
    - The ability to automatically predict indicators of a health risk and take preventative steps, lowering hospital admissions.

2. Citizen Experience

    - Better quality services which are tailored to meet each citizen's specific needs.
    - Faster connection speeds.
    - Better call quality and reliability.

3. Greater Flexibility

    - Calls can be routed, providing more options for remote working and options for service providers to support each other if one is experiencing a particular spike in calls.
    - Call takers do not need to be located in the same building as the ARC equipment, enabling remote working.

4. Increased Resilience

    - Real-time overview of device statuses increasing citizen safety.
    - Fewer instances of failed calls.
    - Live monitoring of devices, enabling quicker fault detection

1.3.10 Public Consultation

1.3.11 A 90-day public consultation took place between 5 August 2023 and 13 November 2023. The consultation was predominantly to support the Council's strategic approach and service delivery in relation to the digitalisation of the Rothercare service. The Council was able to gather views regarding the service and how it should be developed for the future, responding to the national digital agenda.

1.3.12 The approach included:

- **Online consultation questionnaire**
  An online consultation ran for the full duration and could be found on the Council website. The access details were widely publicised. Paper

versions were also made available. Library and Neighbourhood Hubs provided help to complete online forms and displayed information about the consultation.

- **A series of drop-in sessions** were attended across the borough by customers of Rothercare, family carers and members of the public.

- **Home visits –** home visits were offered to customers who were housebound and were unable to complete the consultation on line.

- **Engagement activity -** Individual letters were sent to all current Rothercare customers regarding the 90-day consultation and means of engaging in the process.

- Social media channels

- Poster and banner campaign

1.3.13 Public Participation

- Online surveys completed: 71.

- Paper surveys completed: 28.

- Attendees at public drop-in sessions: 21.

- People receiving home visits: 1.

  Total number of participants: 121

Consultation outcome (full outcome report can be found at Appendix 1).

1.3.14 What would people like from the Rothercare service in the future?

- Many respondents who are residing in designated Council properties would prefer to have individual choice of whether they require a service from Rothercare rather than the current mandatory charge being applicable to their property irrespective of whether or not they use the service.

- Most respondents who are required to have a landline solely to enable the use of Rothercare are unhappy with this and would welcome a digital/Wi-Fi offer.

1.3.15 Would people like RMBC to continue providing the Rothercare?

- At 88%, people responded overwhelming that they would like the Council to continue providing the service.
- Almost 25% of respondents said that they would not know what to do in an emergency if Rothercare was not available.

1.3.16 What is the most important principle of the service?

- During the consultation respondents were asked what they felt was the most important principle of the service. Support to enable people to live independently in their own homes was considered the most important, followed by customer choice around both having the service and the level and type of support received.

1.3.17 The main benefits of the Rothercare Service

Respondents were asked what they considered were the main benefits of the service.

40% of respondents considered that the main benefit is the reassurance that someone will be there to help in the event of an emergency. Other benefits included:

- Someone being able to help if people are ill or have a fall or injury.
- Peace of mind for carers, family and friends.
- People feeling safe in their own homes.

Respondents commented that they would like a new service to provide virtual support via a video link, provide specific carer support and offer daily welfare calls.

1.3.18 Value for money

The majority of respondents said that the Rothercare service provides value for money, with only 16% disagreeing with this. Respondents informed that:

- Rothercare provides an excellent service which is worth every penny.
- Some respondents would happily pay more for the service.
- The service provide excellent value for money.
- There is no other similar service at a fraction of the cost.

1.3.19 How much would people be willing to pay for the service?

- Most respondents were generally satisfied with the current cost of the service with the majority not opposed to a reasonable increase in cost.
- A number of respondents would happily be willing to pay more for the service.
- Some respondents commented that they would pay whatever is necessary to maintain the service.
- Respondents who pay the Rothercare mandatory charge and don't want the service were very unhappy that they have to pay for the service and are of the opinion this should be choice based and people should not have to pay for services they do not require.
- Some respondents do not think anyone should be charged for the Rothercare service.

1.3.20 Willingness to pay more as a contribution towards installation of digital switchover

48% of respondents are of the opinion that there should be no extra charge specifically due to digital switchover. Only a third of respondents would willingly pay more for digitalisation.

1.3.21 How much would people be willing to pay for a one off installation cost?

Responses to this question were very divided. Many respondents are of the opinion that the Council should fund installation costs, however others were not opposed to paying, and 50% of the cost was suggested by some respondents.

1.3.22 Charging for Rothercare in the future

Respondents were clear that the service should be choice based and only people who require a service should have to pay for it.

1.3.23 Overall consultation opinion

The golden thread throughout responses was that Rothercare provides an excellent service which is respected and valued, giving peace of mind and reassurance to support people to live independently in their own homes across the borough. People also commented that the service provides excellent value for money. The full comments can be accessed at Appendix 1.

2. Key Issues and Challenges

2.1 Delivery of analogue to digital transformation

2.1.1 Preparing for the digital switchover is very resource intensive and a strategic approach is required to achieve full transition due to resourcing capacity and funding capabilities.

2.1.2 The December 2025 deadline, which is not negotiable, poses significant delivery impacts for Alarm Receiving Centres (ARC's) such as Rothercare.

2.1.3 It should be noted that the digital units deployed to date have occurred in the main for new Rothercare customers and people requiring replacement units. In addition to installation, the removal of thousands of obsolete analogue units has significant implications and a high level of assurance is required that once disposed, these devices will be decommissioned in compliance with national Waste, Electrical and Electronic Equipment (WEEE) regulations.

2.2 Funding of the digital solution

2.2.1 The analogue to digital switchover requires the removal and replacement of all analogue buttons and boxes, and an ongoing monthly sim card rental fee to ensure digital connectivity.

2.2.2 The financial impact of this project, leaves Rotherham with an additional £1.7M funding requirement for the purchase and installation of the equipment. There is also a reoccurring annual revenue pressure of £381,000 relating to sim card rentals which cannot be met by the service in the long term as the current Rothercare charge of £3.29 per week is insufficient to generate the income needed to fund the ongoing costs associated with the digital switchover.

3. Options and Recommended Approach

Options available to Cabinet are as follows:

3.1 Option 1 – maintain the current 'as is' position.

3.1.2 Service delivery to continue as per the current offer. This would result in non-compliance of the national transition from analogue to digital systems and as such the Rothercare service would be unable to operate from December 2025. Therefore, this option is not recommended.

3.2 Option 2: That Cabinet:

3.2.1 Notes the outcome of the 90-day consultation exercise.

3.2.2 Notes the requirements of the national closure of the Public Switch Telephone Network (PSTN) and the impact on Rothercare.

3.2.3 Approves £1.7M capital investment funding to enable the purchase and installation of the new digital units. This is essential equipment required to enable Rothercare to achieve full analogue to digital transition. Alongside this, wider funding options will continue to be explored which may reduce the total capital investment required. This will need to be incorporated into the Budget report to Cabinet and Council in February 2024.

3.2.4 Approves the procurement of an external provider to complete the installations for the digital switchover to enable Rothercare to maintain its current standards of service level and quality throughout the transition process. A significant programme of work is required to replace the remaining 4,279 analogue boxes across Rotherham by the national deadline of December 2025.

3.2.5 The Rothercare service does not have the level of expertise, resource or capacity to complete this work. It is therefore proposed that an external provider is contracted to undertake the digital switchover. All responsibility would lay with the provider around the installation. This proposal would not impact on Rothercare operational delivery but would ensure compliance with

the transition to digital. This is reflective of the approach being adopted by other local authorities.

3.2.6 Agrees to receive a further report in the summer of 2024 detailing a new strategic approach to assistive technology and the business delivery model for a digitalised Rothercare service.

3.2.7 Following installation of the digital equipment, a rental cost of £4.88 per month is applicable for each Rothercare unit relating to the sim cards (£58.56 per year). This equates to an additional reoccurring full year revenue budget pressure for Rothercare of £381,000 which cannot be met through the existing funding model. It is therefore essential to develop a new strategic approach to assistive technology and the associated delivery model for a 'digitalised Rothercare service'.

3.2.8 This option will enable full compliance with the national analogue to digital transition and for the customers of Rothercare to benefit from alarm response digital connectivity. This is the recommended option.

4. Consultation

4.1 Consultation took place between 5th August 2023 and 13th November 2023.

4.2 The full consultation outcome report can be viewed at Appendix 1 including demographic and geographical analysis.

4.3 Partners and elected members were engaged throughout the consultation activity.

5. Timetable and Accountability for Implementing this Decision

5.1 The digital transformation of Rothercare will be completed by December 2025 in accordance with national timeframes.

5.2 A proposed new strategic approach to assistive technology and business delivery model will be proposed and presented to cabinet during the summer of 2024.

6. Financial and Procurement Advice and Implications

6.1 To upgrade all the analogue equipment to make it compliant with the new digital regulation will have an initial outlay of £1.7m. This includes the cost of the digital boxes at circa £260 each and the management of the project. When this is complete then any new clients will also need a digital box when they join the service. This will need to be funded. Approval of the £1.7m expenditure and associated funding will need to be incorporated into the Budget report to Cabinet and Council in February.

6.2 Each box will also have a revenue cost of £4.88 per month for the sim card. Once all customers have moved across this is estimated at £381,000 per

annum. This will need to be funded either through increased prices or reduced costs.

6.3 There are several procurement projects arising from the changes to the Rothercare service as highlighted within the body of this report as follows:

- The procurement of resources (£73,000) required to complete a review and input into the digital switchover 2025 operational plan and review the choice of equipment and sim cards to ensure that they are compatible and meet current and future security requirements.

- The procurement of the equipment required to undertake the Digital Switchover by 2025 (£1.3M).

- The procurement of a national partner to deliver Analogue to Digital turnkey service (£300,000).

6.4 The procurement of each component above will be undertaken in accordance with the Council's Financial and Procurement Procedure Rules and Public Contract Regulations (as amended), or the subsequent Procurement Act 2023 (the Act) which will come into force in October 2024.

7. Legal Advice and Implications

7.1 The Care Act 2014 ("CA 2014") creates a general duty for the Council to promote the individual wellbeing of adults with care and support needs and carers. s1 of the CA 2014, requires the Council to have regard to the importance of preventing or delaying the development of needs for care and support.

7.2 Under s2 CA 2014, the Council must provide or arrange for the provision of services, facilities or resources, or take other steps, which it considers will contribute towards preventing or delaying the development by adults in its area of needs for care and support; reduce the needs for care and support of adults in the borough and reduce the needs for support of carers in the borough.

7.3 The Care and Support Statutory Guidance ("the Statutory Guidance") sets out that the care and support system must work to actively promote well-being and independence and does not wait to respond when people are in crisis by early interventions which prevents need or delays deterioration wherever possible.

7.4 Under s18 of the CA 2014 the Council has a duty to meet needs for care and support having determined that a person has needs which meet the eligibility criteria and a duty under s20 of the CA 2014 to meet a carer's needs for support. The eligibility criteria is set out within the Care and Support (Eligibility Criteria) Regulations 2015.

7.5 Personalisation is central to ensuring people receive the right support that helps them live independently and connected to their communities. The

Statutory Guidance recognises that concept of meeting need is different and personal to individuals and that modern care and support can be provided in many ways, including the use of technology. Paragraph 10.12 of the Statutory Guidance states: *'Where the local authority provides or arranges for care and support, the type of support may itself take many forms. These may include more traditional 'service' options, such as care homes or homecare, but may also include other types of support such as assistive technology in the home or equipment/adaptations and approaches to meeting needs should be inclusive of less intensive or service-focused options'*.

7.6 The Council has a market shaping duty under s5 CA 2014 to promote an efficient and effective market for care and support services for people in the borough including a variety of service providers and services and a variety of high-quality services.

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 There are no specific implications for children and young people arising from the contents of this report. The service is delivered to people over the age of 18 years.

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 Page 12 of 13.
- Equality Act (2010) to legally protect people from discrimination in the wider society.

The Equality Analysis provides further detail (appendices 4 and 5)

11. Implications for CO2 Emissions and Climate Change

11.1 A Carbon Impact Assessment form has been completed and can be reviewed in Appendix 4.

12. Implications for Partners

12.1 New strategic approaches to assistive technology delivery models will ensure alignment with the wider strategic plans for Rotherham including the Health and Wellbeing Strategy and the Rotherham Health and Care Plan. This approach ensures opportunities to align and harness existing strategic approaches through a system-wide partnership response.

13. Risks and Mitigation

13.1 *Switch Over to Digital*
Without additional investment is a substantial risk that the transformation cannot be achieved and Rotherham will not be in the position to operate a service which is critical to support the vulnerable residents across the borough. £1.7M of capital funding has been requested for delivery of this project which is a national requirement.

13.2 *Timeframe*
Transformation activity must be completed within the national timeframe otherwise this is a substantial risk to the operation of the Rothercare service from December 2025.

A request for capital funding to deliver the project has already been submitted to support delivery within this timeframe.

13.3 *Revenue Impact*
Following installation, a rental cost of £4.88 per month is applicable to each sim card. This equates to an additional annual revenue budget pressure of £381,000.

This budget pressure is currently on an increasing sliding scale as the number of digital installations increase, until completion of the full transition, at which point pressures will equate to full year cost. Pro rata this equates to: £100K for 2023/24, £200k for 2024/25, and £285K for 2025/26.

As such, a further report will be brough back to Cabinet in the Summer which outlines a new business model for Rothercare to ensure sustainability of the service over the longer term.

14. Accountable Officers

Ian Spicer, Strategic Director of 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	08/01/24
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	03/01/24
Head of Legal Services (Monitoring Officer)	Phil Horsfield	03/01/24

Report Author: Julie Moore Head of Service – Adult Care Provider Services
julie.moore@rotherham.gov.uk

This report is published on the Council's website.

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Rotherham Metropolitan Borough Council

Consultation Outcome Report: 'Have Your Say on Rothercare'

Report date: 16th November 2023

Engagement Activity

- Individual letters were sent to Rothercare customers regarding the 90 Day Consultation and means of engaging in the process.

- A series of drop-in sessions were conducted across the borough and feedback gathered from Rothercare Customers, Carers and Relatives:

Date	Time	Where
5th September	10.30am-12.00pm	Wath Library
6th September	2.00pm-3.30pm	Bakersfield Court
13th September	10.30am-12.00pm	Maltby Library
20th September	10.30am-12.00pm	Riverside House
2nd October	10.30am-12.00pm	Wath Library
4th October	10.30am-12.00pm	Bakersfield Court
12th October	5.30pm-7.00pm	Maltby Library
25th October	10.30am-12.00pm	Riverside House
2nd November	10.30am-12.00pm	Bakersfield Court
3rd November	2.00pm-3.30pm	Wath Library
7th November	2.00pm-3.30pm	Riverside House
8th November	10.30am-12.00pm	Maltby Library

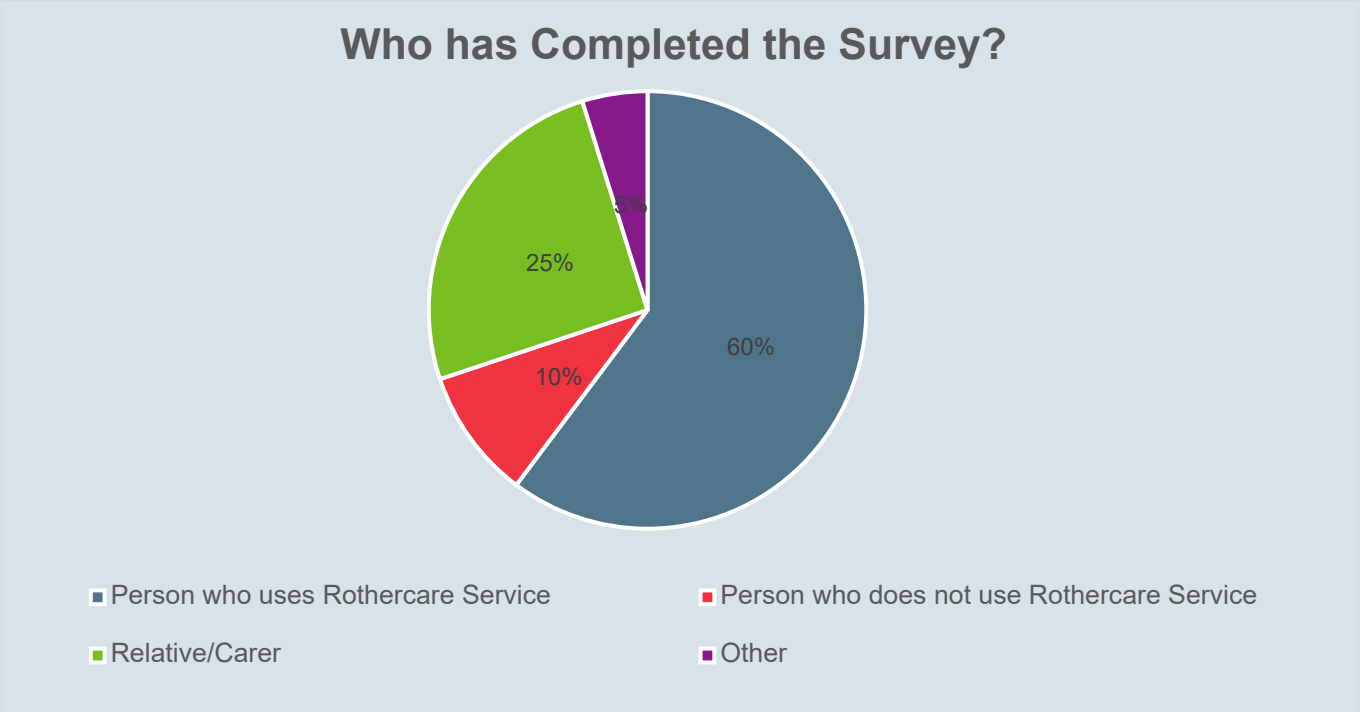
Further Communication has included:

- Website Information: Rothercare Consultation
- Cross-Directorate
- Cross-Council
- Social media

Consultation Engagement Survey Feedback

Total Surveys Completed: 99
Online: 71
Paper: 28

General Demographics



Age Breakdown of Participants:

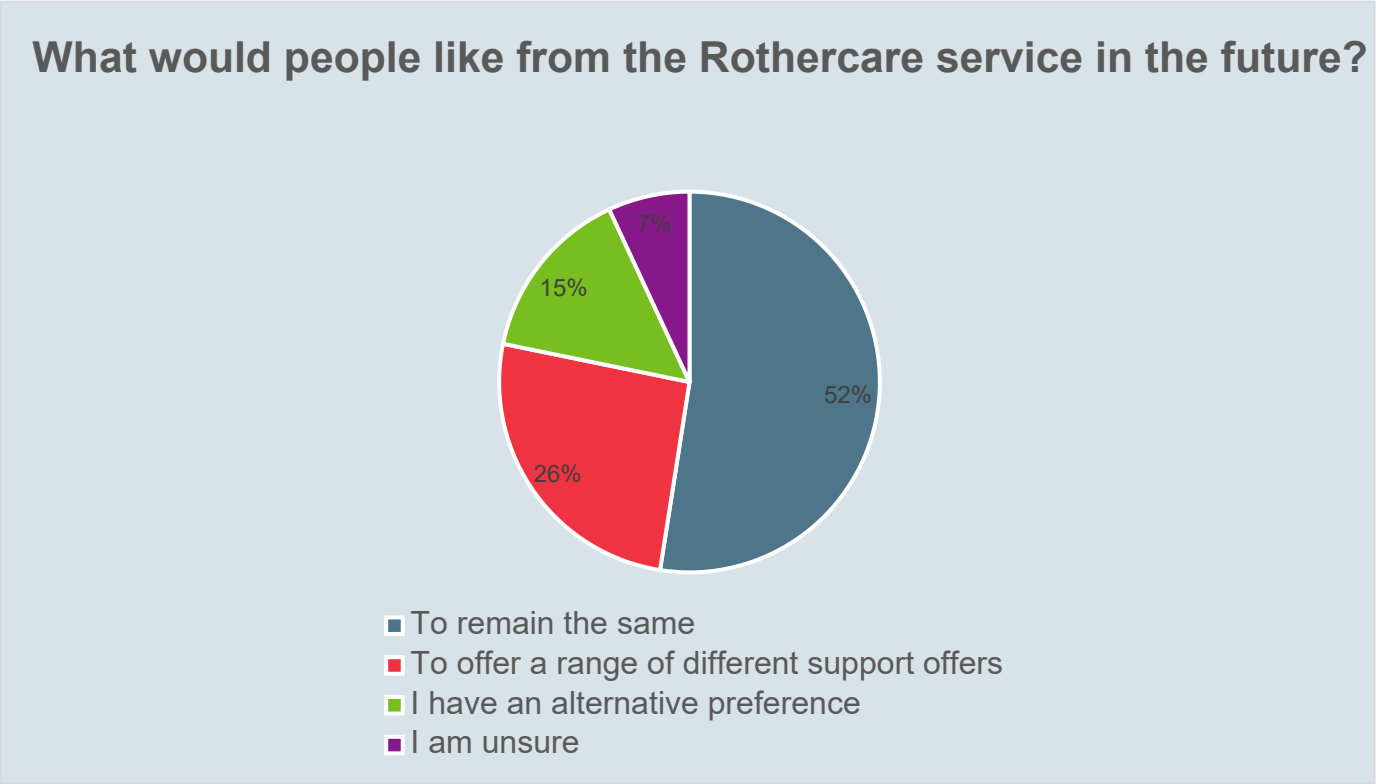
14-17	0
18-21	0
22-29	1
30-39	2
40-49	3
50-59	12
60-70	26
Over 70	49
Unspecified	6

Geographical Distribution of Participants:

S13	1
S25	11
S26	6
S60	16
S61	4
S62	6
S63	13
S64	9

S65	13
S66	5
S73	5
Other	3
Unspecified	5

What would people like from the Rothercare service in the future?



Open Responses:

1. **Person who currently uses the Rothercare service** – *"Wider strategic collaboration with neighbouring authorities".*

2. **Person who currently uses the Rothercare service** – *"I'm unsure because I don't know much about assistive technology, never mind that its's offered by Rothercare!"*

3. **Person who does not use the Rothercare service** – *"Individual Choice of recipient of services for tenants in Council bungalows".*

4. **Person who currently uses the Rothercare service** – *"I would like the Rothercare service to be more tailored where possible to meet the needs of the blind and deaf".*

5. **Person who currently uses the Rothercare service** – *"Need to change name of the service".*

6. **Person who does not use the Rothercare service** – *"We would prefer not to have to pay for this service and have it removed".*

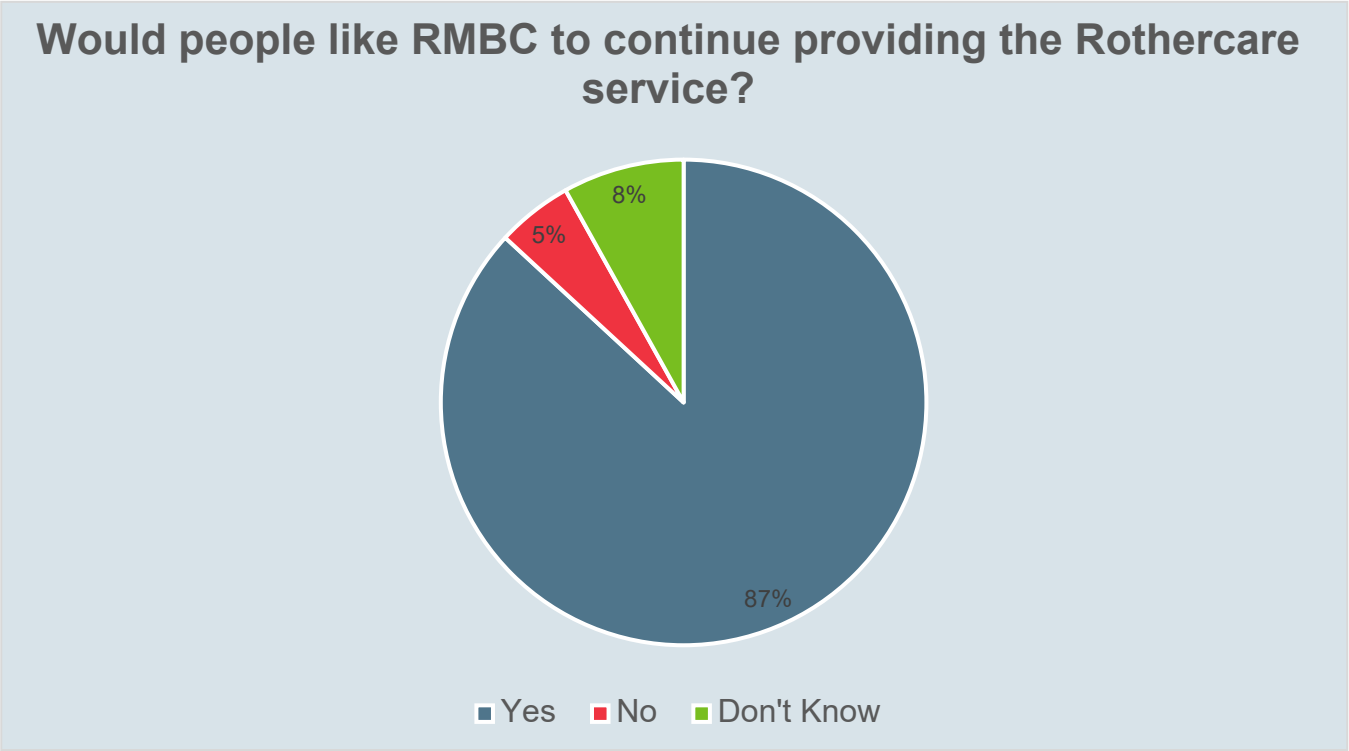
7. **Person who does not use the Rothercare service** – *"We would like to have the choice as to whether or not we want Rothercare. Not to be told we've got to have it".*

8. **Person who has not specified their relationship to Rothercare** – *"You have failed to mention the cost to have Rothercare and the introduction makes it sound like a free service which it is definitely not. To have a Community Alarm the property has to have a landline which is ridiculously expensive and completely unnecessary in today's world why can't this operate with the community alarm via mobile phones or home Wi-Fi and have a little bit more autonomy as a user in terms of how it operates pain for the rather care alarm and then the line rental for a landline is a lot of money and generally people that need this are on low income".*

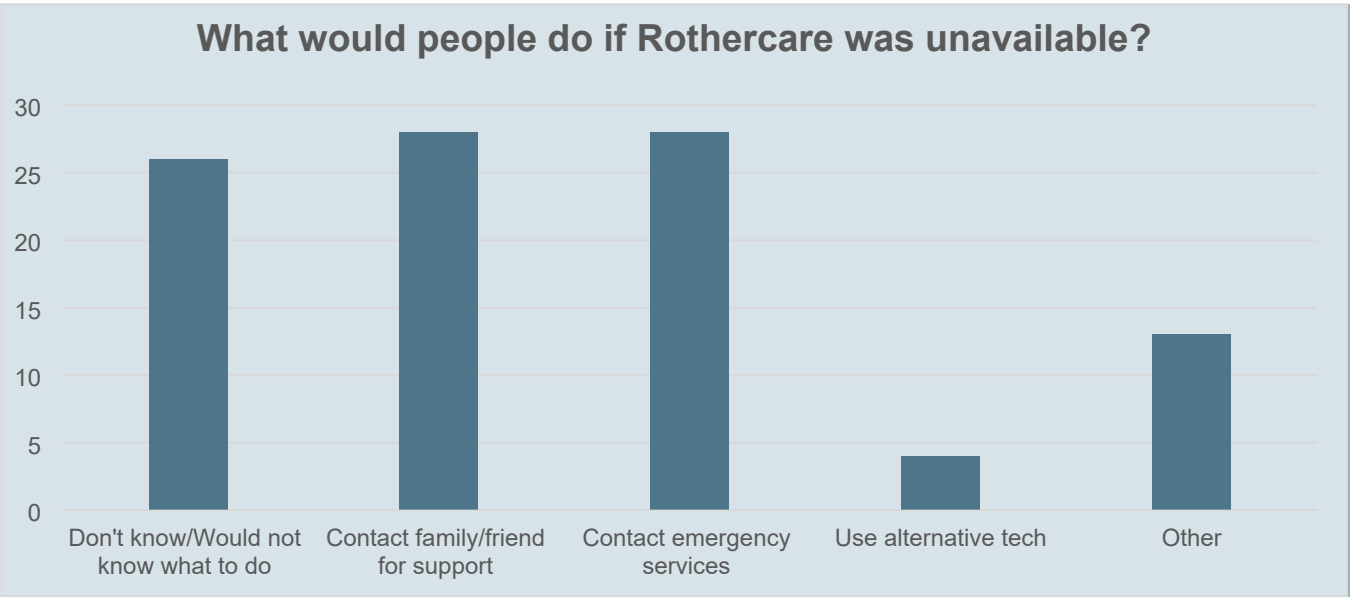
9. **Person who has not specified their relationship to Rothercare** – *"Don't need Rothercare but have to pay mandatory charge. This is not fair and I am very angry about it".*

10. **Person who does not use the Rothercare service** – *"While I agree that the service is needed, I do not believe that people who reside in bungalows provided by the council, who do not use the service through choice, should be required to sign up to it as part of their tenancy agreement – and then pay the charge for a service they do not require or need".*

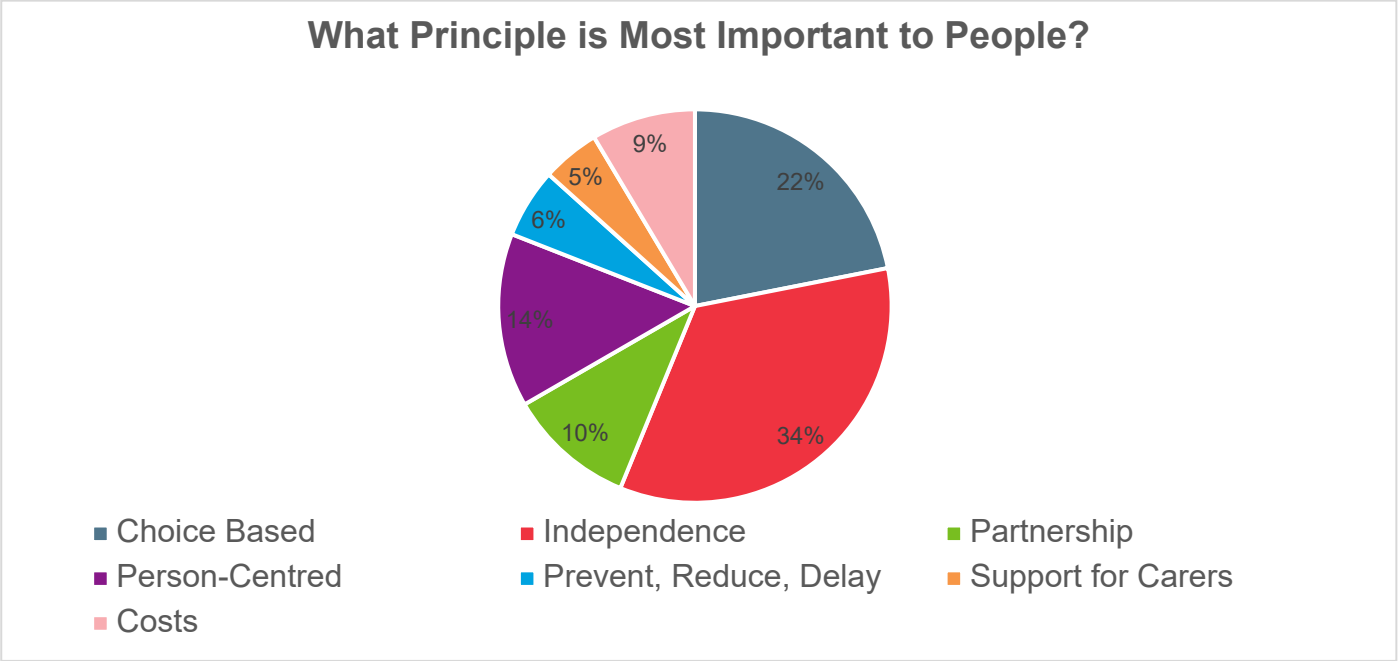
Would people like RMBC to continue providing the Rothercare service?



If the Rothercare service was not available, what would people do, or the person they care for do in an emergency situation, and who would they contact?



Principles – Which Rothercare principle is the most important to people?



Are there any other benefits that the Rothercare service offers?

Open Responses:

1. **Person who currently uses the Rothercare service** – *"Rothercare knows my health, access details, and key-holding contacts. If I used 999, I would have to be capable of giving them all of that, which I may not be able to do".*

2. **Person who currently uses the Rothercare service** – *"Provides reassurance to family about our welfare".*

3. **Person who currently uses the Rothercare service** – *"Provides someone who can help if I have an accident. I know that if I trigger the alarm, someone will respond even if I can't be heard over the modem and will be able to use my key safe to gain access. The equipment is important for this. I am not able to use a phone, or mobile, even though my carer is".*

4. **Person who currently uses the Rothercare service** – *"It is efficient".*

5. **Person who currently uses the Rothercare service** – *"I'm glad that they're there".*

6. **Person who currently uses the Rothercare service -** *"Reassurance that someone will answer my call for help if I am not near a telephone".*

7. **Relative/Carer to someone who uses the Rothercare service** – *"As a carer, I don't feel alone. At makes a massive difference to my life".*

8. **Relative/Carer to someone who uses the Rothercare service** – *"Could link into assistive technology and vital signs monitoring with health including GP practices".*

9. **Relative/Carer to someone who uses the Rothercare service –** *"Rothercare are much speedier in response than the Emergency services. Rothercare are able to assess the situation on arrival. The intercom is invaluable. It provides reassurance and support for the client and their families".*

10. **Person who has not specified their relationship to Rothercare -** *"Peace of mind for carers, a quick way (hopefully) to get help to someone, a lone carer not feeling so alone as I have been".*

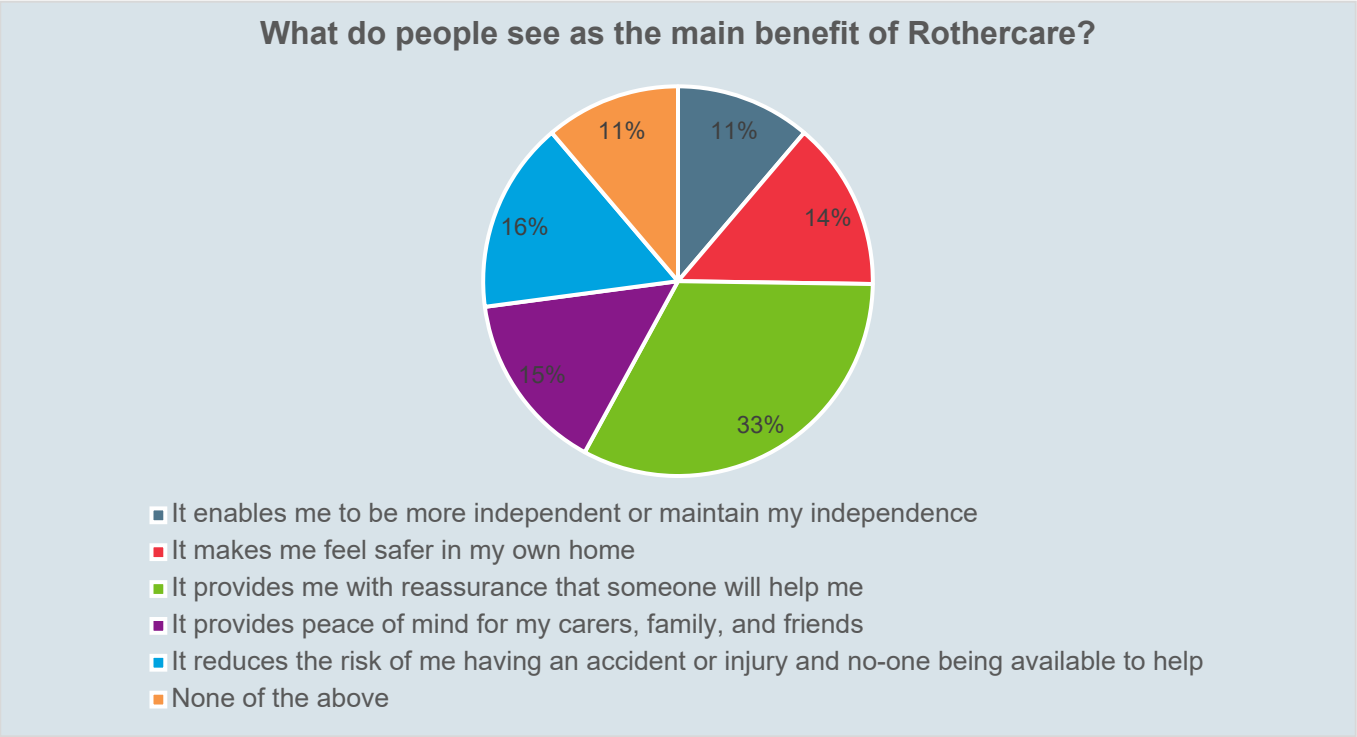
11. **Relative/Carer to someone who uses the Rothercare service –** *"It gives the person cared for security that they can be in their own place and be cared for when needed".*

12. **Person who currently uses the Rothercare service** – *"The person who answers the telephone should ask what they can do to help".*

13. **Person who currently uses the Rothercare service** – *"That was a daft question. I ticked none of the above each time and you asked me for the next benefit each time. There are no benefits to Rothercare it is a pointless service. I wish I didn't have to have it as part of my tenancy".*

14. **Person who does not use the Rothercare service** – *"Although I live in a council bungalow, I do not require the Rothercare service. Should I require it in the future I'd be happy to pay".*

What do people see as the main benefit of Rothercare?



Is there anything else people would like the Rothercare service to deliver?

YES	23
NO	**76**

Open Responses:

1. **Person who currently uses the Rothercare service –** *"Virtual support via video link".*

2. **Person who currently uses the Rothercare service** – *"Yes maybe a six-monthly call to check if anything had altered over the 6 months".*

3. **Person who currently uses the Rothercare service –** *"I'm not sure, perhaps more interaction with my doctors".*

4. **Person who currently uses the Rothercare service** – *"The opportunity for my carer, who is my husband, to be able to go out occasionally. Someone who can sit with me".*

5. **Person who currently uses the Rothercare service** – *"Someone to call me to check if I am ok."*

6. **Person who currently uses the Rothercare service** – *"Face to face call now and again".*

7. **Person who currently uses the Rothercare service –** *"Daily welfare calls".*

8. **Relative/Carer to someone who uses the Rothercare service** – *"Yes, my mother has mild dementia. I am a two-hour drive away (plus 2 hours back) and the only family member in the UK. I am her loving daughter. I'd like simple technical help for her, occasionally. Sometimes she will leave the house phone off the hook, and she doesn't have a mobile, so I have no means of contacting her when this occasionally happens".*

9. **Relative/Carer to someone who uses the Rothercare service** – *"One call every morning to ensure the person is awake and in good health".*

10. **Person who currently uses the Rothercare service** – *"Cover if internet goes down and box doesn't work".*

11. **Person who currently uses the Rothercare service** – *"Too many of your questions imply that everyone knows about assistive technology, never mind that it's available from Rothercare!"*

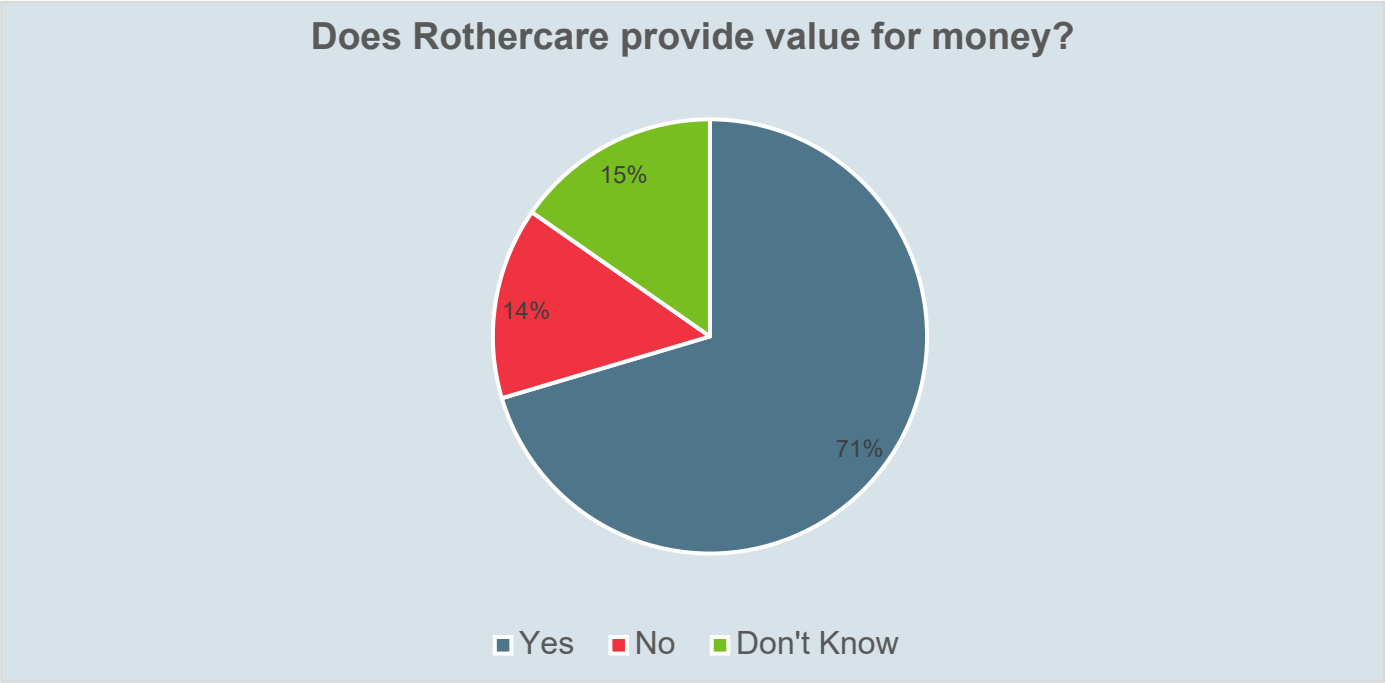
12. **Person who currently uses the Rothercare service** – *"They could be aware of the situation with my neighbours and when rocks are being thrown at my back door and bedroom window".*

13. **Person who currently uses the Rothercare service** – *"A prompter response. At the moment calls go to one number (unanswered) then auto redirect to another. For the responders to be clear about the service as I was told they would contact emergency services for me but the last two times I tried this the call centre told me to hang up and call 999 myself".*

14. **Person who currently uses the Rothercare service** – *"The option not to have Rothercare as part of my tenancy agreement. I do not like Rothercare. I have to pay for it and have it when I have a mobile phone, I can use to contact people for help".*

15. **Person who does not use the Rothercare service** – *"A caring person centered service. Well trained staff are important, and I have experienced poor service".*

Does Rothercare provide value for money?



Open Responses Summary:

Several additional comments highlighted that people were happy with the current cost of the service, with some willing to pay more for the service:

- *“Rothercare provides an excellent service and is worth all the money I pay for as it gives me a peace of mind. I am glad to have this service. If I do not feel well, I can press my pendant and a member of staff at Rothercare would come out to my house very quickly”.*

- *“It’s a great service, I would be happy to pay more just to have the peace of mind that I will have support if anything would go wrong”.*

- *“I know of no other service at a fraction of the cost”.*

- *“The Rothercare provides an excellent service for the cost you pay for”.*

- *“Would happily pay more”.*

- *“It’s worth every penny. It has been some time since I have needed assistance due to a change in circumstances, but the reassurance of having what is essentially this insurance policy is well worth it. I understand that additional services would likely involve additional costs but would be prepared to pay additional charges occasionally. Also, the reassurance of it being a local authority-controlled service is very important”.*

- *“Excellent value for money. In the 2 years we have had this system in our house we haven't had the need to use it but knowing it is there is like having our own helper on hand 24/7. The relief to me has been enormous and the weight lifted off my shoulders has been immense. Keep up the wonderful work you all do believe me it is money so well spent - a bargain”.*

Conversely, feedback has captured numerous individuals in opposition to paying for the service due to not requiring it:

- *“I have to have it as part of my tenancy, but it isn’t required but I still have to pay”.*

- *“Paying for a service we don’t use and won't. Money would be better spent elsewhere”.*

- *“I’m paying for a service I don’t have”.*

- *“I do not want to have Rothercare. I do not like that I am forced to pay for it due to being a tenant of Rotherham social housing. I think it should be a choice not a forced upon service”.*

- *“People should not have to pay for the service”.*

- *“As a non-user I would choose not to pay”.*

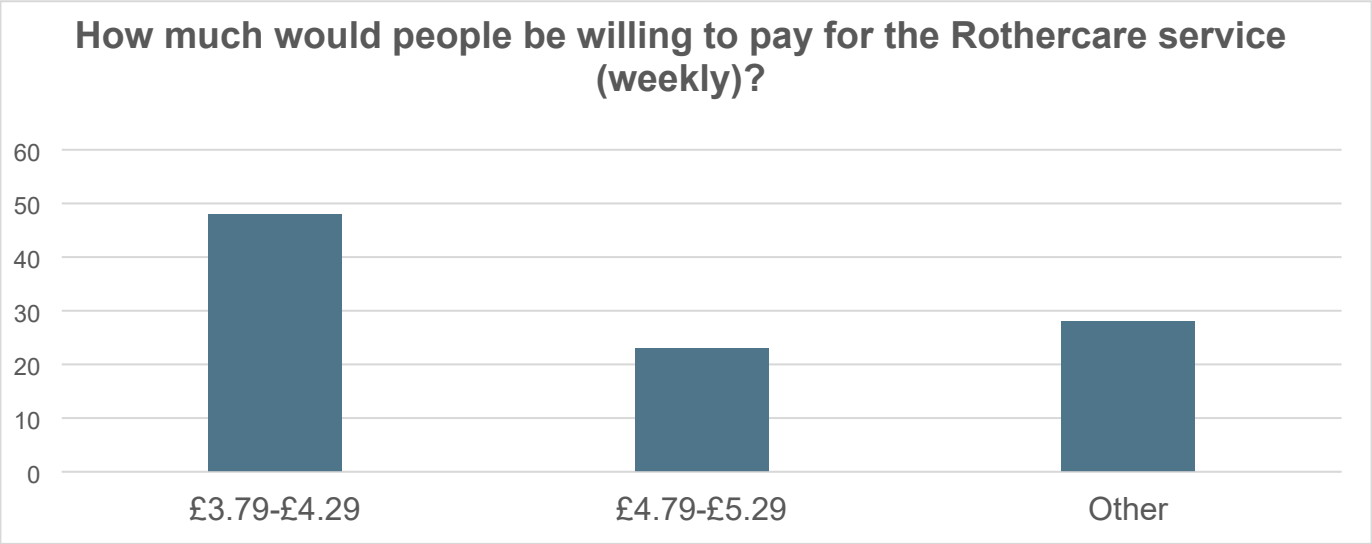
Other comments:

- *“Personal income should be considered”.*

- *“Costs for the elderly are expensive enough”.*

- *“Hold a thought for the elderly who may not be able to afford this”.*

How much are people willing to pay weekly for the Rothercare service?



Open Responses Summary:

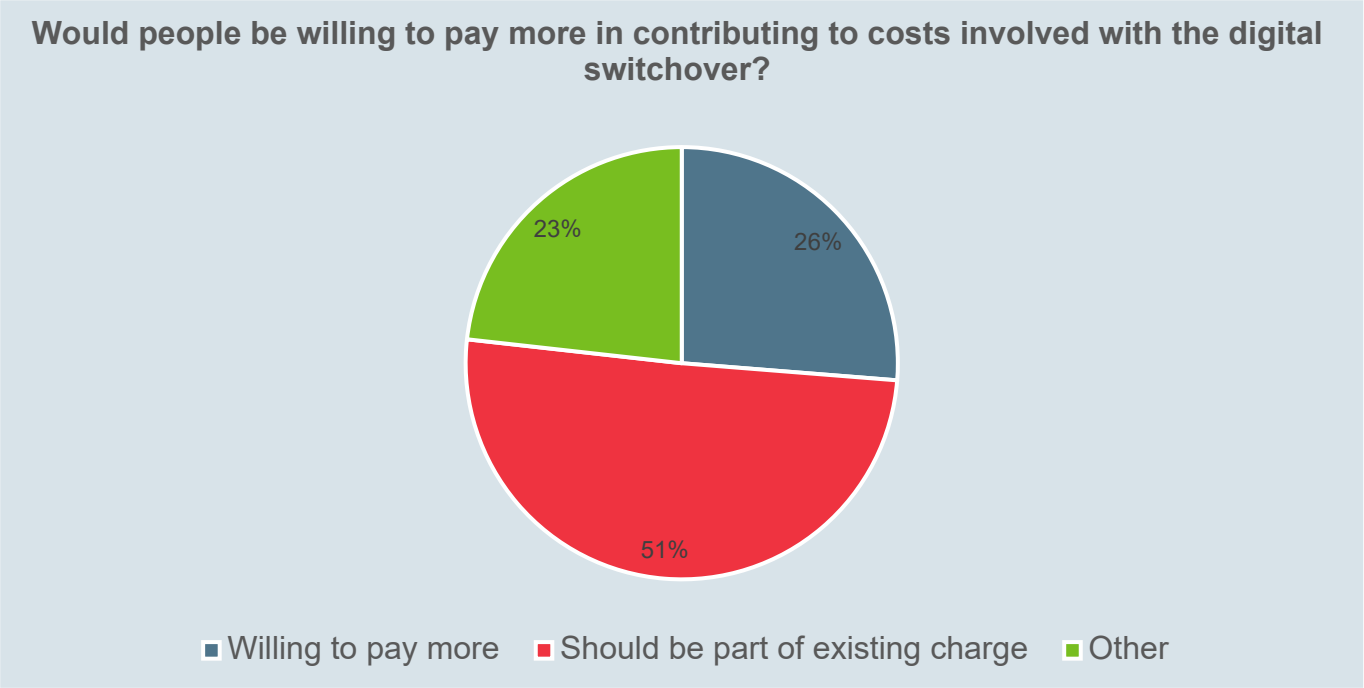
Several responses stated they were satisfied with the cost of the service, with some people again suggesting they would be willing to pay more than the costs outlined in the chart above:

- *"I would pay whatever is necessary to maintain the service".*
- *"Happy to pay £7 per week".*
- *"I would be happy to pay more for the excellent service".*
- *"Willing to pay more".*

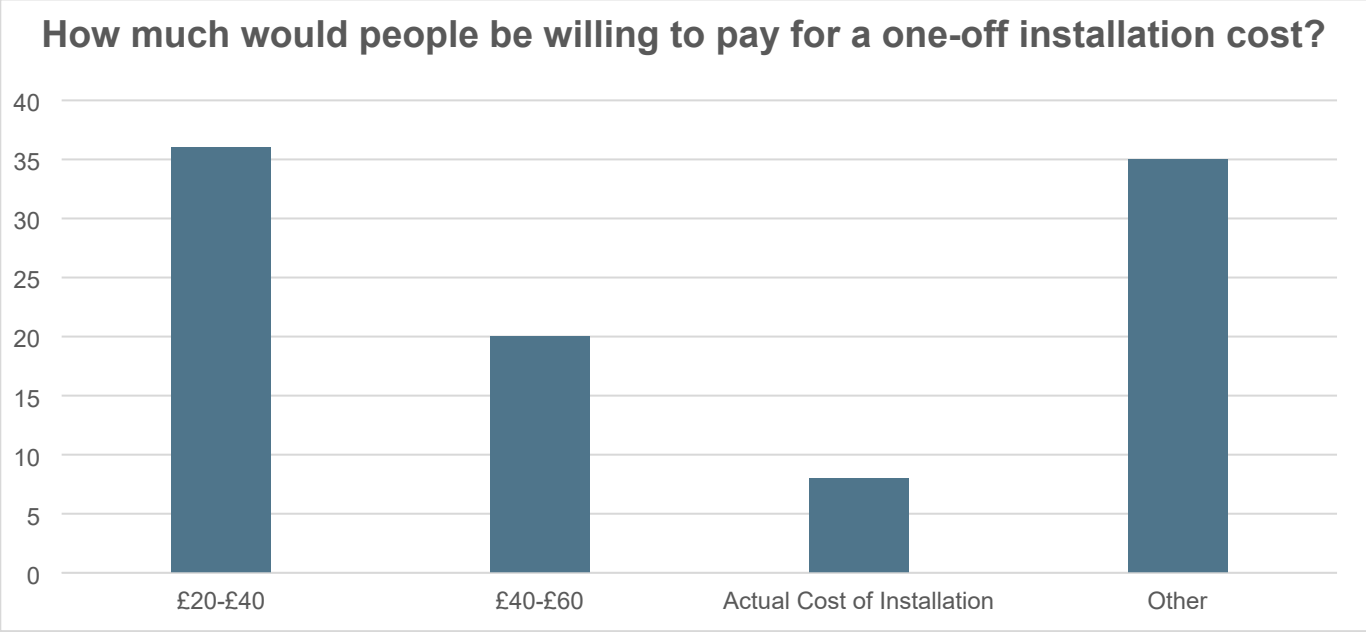
However, there were also further comments from people who feel they should not be expected to pay for Rothercare, or should at least have a choice:

- *"I wish you had a choice. Then people who do not want it would not have it included in their tenancy. I only pay because there is no choice".*
- *"I wouldn't pay the current charge let alone if it was increased".*
- *"None, the payment and these needs reviewing for the persons not requiring this service".*
- *"I do not think anyone should have to pay for the service".*

Would people be willing to pay more towards installation costs involved with the digital switchover?



If RMBC did charge for installation, what do people think the one-off cost should be?



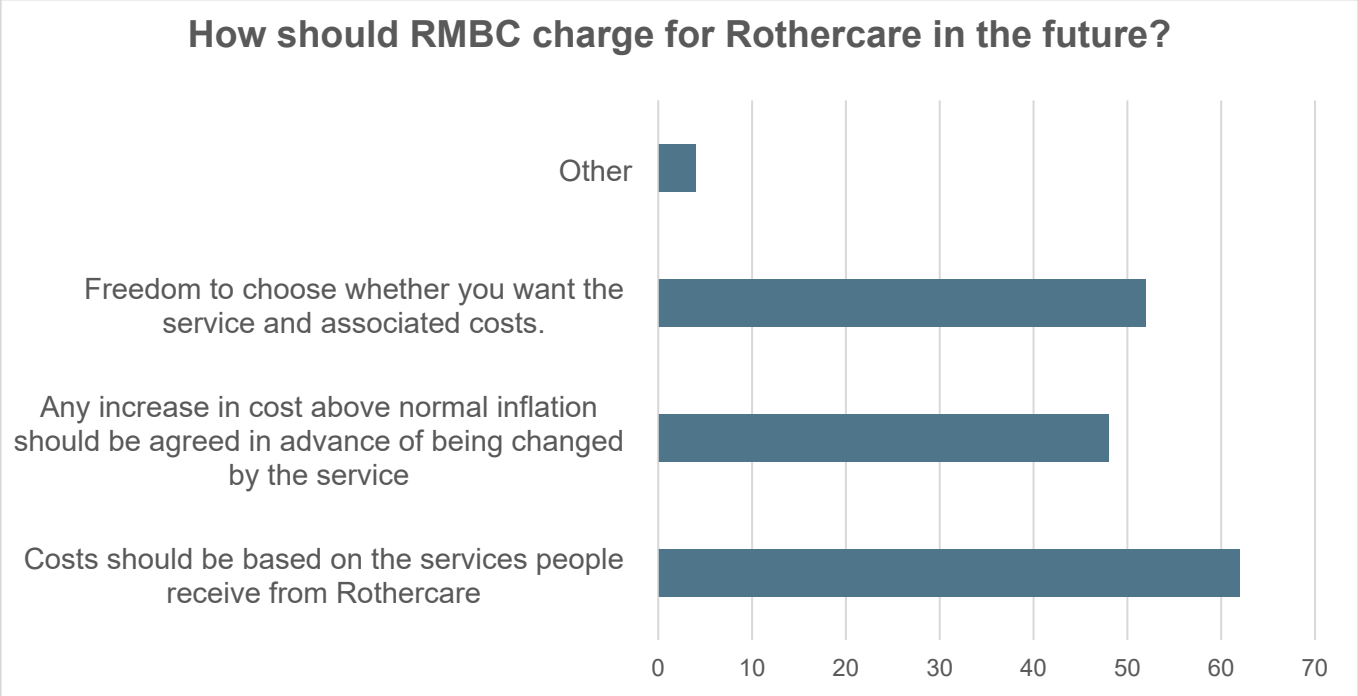
Open Responses:

Those that responded to the above question with the answer 'Other', largely provided similar reasons for selecting this answer. These respondents broadly agreed the charge should be covered by the council as highlighted below. There were also some other explanations provided:

- *"I've already said I think installation costs should be Council funded".*
- *"Nothing as we do not want this expense".*

- *"I'm not sure how you'd achieve this (income/savings threshold or council tax band of property?) There's no reason that, say, higher rate taxpayers shouldn't pay the full cost of installation".*
- *"You should not be charging for this".*
- *"Half of actual cost".*
- *"Pay 1/2 the cost of installing the equipment".*
- *"I would refuse to have the equipment. Times are hard enough as it is without having to buy extra equipment. I have already got rid of broadband and landline because I cannot afford them".*
- *"Other costs should be absorbed by the telephone companies. E.g. BT etc".*
- *"I feel like costs for the elderly are expensive enough".*

How do people think RMBC should charge for Rothercare services in the future?



Other comments about the consultation:

Positive Feedback:

"An invaluable service that gives me piece of mind. Thank-you".

"Just keep up the good work".

"I hope the Rothercare service which I have now and the excellent service that is provided with Rothercare does not change. It provides me a peace of mind if I feel unwell that I can contact them on my pendant. I also check it every week and contact Rothercare to make sure the battery is working in case of emergency. Rothercare have said it is best to check to keep the batteries maintained with the pendant by contacting them with a test call every week which I always do".

RW 16.11.2023

"I find Rothercare to be of excellent service that is provided. It gives me a peace of mind that if I am unwell, I can press the button on my pendant and a member of Rothercare will be able to come to my house".

"No, other than I consider Rothercare to be a very good service. And one that allows me to live alone without the worry of falling, etc. Which is very important to my peace of mind, and therefore my health. Thank you, and well done.

"Rothercare is an important and valued service and should remain a high priority for Rotherham Adult Social Care provision. Living independently in one's own home with confidence and in safety should be supported and encouraged".

"I can only stress how important this service is and the need for it to be viewed alongside broader issues, particularly the pressures on emergency services. Having the equipment at home, the assurance that the service brings, and the quality of the staff who have helped me previously are extremely important to me and a very good example of how local authority services, social services and health services can combine to provide broad-based support to keep vulnerable people safe at home".

"Great service. Thank you".

"On the rare occasion we have used the service, I found the response from the Rothercare team. Very considerate and helpful also reassuring".

"Please continue what Rothercare does so well AND offer more which is chargeable".

"No. I am so happy with the amazing work you already do. I think this is something that has to be thought out very carefully. The wonderful staff answering to our needs need paying and so do the admin, but we have to be careful that the system doesn't cost too much that people can't afford it. A happy medium needs to be fixed so everyone is happy".

Mixed/Negative Feedback:

"Charging for installation and charging more for the service itself could put it out of the range for some people on low incomes. A small increase followed a few months later by another small increase would I think be more acceptable to most people".

"I worry that if it goes up too much, I might not be able to afford it".

"Hopefully a majority of users or their family will complete the consultation and have an impact on the outcome, rather than the council already deciding the action they will take. The service needs to remain accessible for all and provide good value for money, especially with other cost of living expenses being high.

"Have you considered making the cost means-tested? Some are more able to pay than others".

"Sorry but Rothercare isn't for me. And I look forward to the day when it isn't part of the Rotherham social housing tenancy agreement".

"We wish the ruling of having to pay for this service when not needed".

"When I signed for my bungalow in Nov 22, I was told I would have to pay for Rothercare if I wanted it or not (which I didn't think was fair) so I agreed to have it fitted and I am still waiting about. £14.10 each month for 10 months = £141 and still no equipment fitted".

“If costs were applied for the use, I get out of it, it would be free in my case, only have it because I have to, as charged anyway”.

“It is time the Rothercare service was removed from the tenancy agreement for council tenants. It should be a choice. It should not be mandatory. Times are tough and people should be able to choose if they want Rothercare or not”.

“I would appreciate more provision for blind people. I am unable to respond to this personally and have to ask a friend to do it for me due to my visual handicap - I can neither go online nor attend a drop-in session. Being contacted in my own home, by a visit or a phone call would make me feel more included in this process”.

“There should not be a mandatory charge. I will take this to the national newspapers if the mandatory charge does not come off as part of this consultation. I have paid the charge for 18 years (£3k plus) and never been contacted out of courtesy. I have tried for years to stop paying this. I don’t want or need Rothercare and never have. I also used to be forced to pay for the old home help charge and never needed this service. Some people don’t pay any rent and get Rothercare free. It is wrong on principle. I have contacted Councillors, asked Rothercare, contacted housing, and I have never got an answer – very angry”.

“I am beyond disgusted in the Rothercare service. My elderly nan who suffers with severe heart failure has been declined assistance every time she as pressed for assistance! What is she paying this service for? My grandad who lives with my nan, who can I say has early dementia, called for assistance with my nan and was declined as they said they were too busy to come and assist. Not one person rang any of our family members to say my nan was in need of assistance - instead said they were busy, and they couldn’t do anything and left my nan to suffer!! Disgusting to say you are supposed to be there to help people! Further to this my nan has had to have all nurses out to her because of this matter but once again you are happy to take her money but not provide a service”.

APPENDIX 2

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: Rothercare Review and New Service Model	
Directorate: Adult Care, Housing and Public Health	**Service area:** Adult Care, Provider Services, Rothercare
Lead person: Julie Moore	**Contact:** Julie.moore@rotherham.gov.uk
Is this a: ☐ **Strategy / Policy** ☒ **Service / Function** ☐ **Other** **If other, please specify**	

2. Please provide a brief description of what you are screening
This assessment is regarding a report tabled for cabinet in December 2023 regarding the Rothercare review and new service model including: • The outcome of the 90-day consultation exercise. • The requirements of the national closure of the Public Switch Telephone Network (PSTN) and the impact on Rothercare. • Proposals for an increase in the weekly Rothercare charge to reflect the transition to a digital service from January 2026.

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?**

A 90 day public consultation took place between 5 August 2023 and 13 November 2023. The consultation supported our strategic approach and service delivery in relation to the digitalisation of the Rothercare service and we were able to hear people's thoughts regarding the service and how it should be developed for the future, responding to the national digital agenda.

- **Key findings**

These proposals will affect people boroughwide in relation to support to live independently in their own homes, reassurance and safety. Therefore it is critical that the service is accessible and affordable and operates using the most efficient systems and digital connectivity.

- **Actions**

The output of the consultation will be acknowledged by Council Cabinet and will support to shape the design of the new service delivery model.

Date to scope and plan your Equality Analysis:	14th November 2023
Date to complete your Equality Analysis:	15th November 2023
Lead person for your Equality Analysis (Include name and job title):	Julie Moore Head of Service – Adult Care Provider Services

5. Governance, ownership and approval

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

Name	Job title	Date
Cllr Roche	Cabinet Member for Adult Social Care & Health	TBC
Ian Spicer	Strategic Director, Adult Care, Housing & Public Health	TBC

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	14th November 2023
Report title and date	Rothercare review and new business model
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Report date: 18/12/23 Publication date: 04/12/23
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

APPENDIX 3

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: **Rothercare review and new business model**	
Date of Equality Analysis (EA): **15th November 2023**	
Directorate: **Adult Care, Housing and Public Health**	**Service area:** **Adult Care – Provider Services**
Lead Manager: **Julie Moore**	**Contact number:** **07900 165605**
Is this a: ☐ **Strategy / Policy** ☒ **Service / Function** ☐ **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)**
Donna Wilkinson	RMBC	Operations Manager
Simone Heald	RMBC	Operations Manager
Kirsty Littlewood	RMBC	Assistant Director

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 Public Switch Telephone Network (PSTN) will close in December 2025. By then, every phone line in the United Kingdom will have moved to a fully digital network that uses Internet Protocol (IP) across a fibre-based service, seeing the traditional analogue PSTN lines decommissioned and replaced by a fully digital infrastructure. This is substantially impacting Alarm Receiving Centres (ARC's) such as Rothercare.

The PSTN infrastructure change will impact on both service delivery and cost and is the key driver to design a new business delivery model. A 90 day public consultation took place between 5 August 2023 and 13 November 2023. The consultation supports strategic approach and service delivery in relation to the digitalisation of the Rothercare service.

Rothercare provides an alarm service, connected to a 24-hour call centre that creates a route to rapid assistance in an emergency. The service operates a 24-hour specialist call centre and mobile responder unit delivered by the Council which provides lifeline support to some of the borough's most vulnerable and isolated residents.

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

The service is available to all adult residents of Rotherham, regardless of tenure type, age, or level of disability/frailty.

The service currently supports 6,911 customers in 5,646 properties. This equates to 2,845 private properties and 2,801 local authority properties

In 2022 Rothercare handled 325,275 trigger/wellbeing calls which is an average of 27,106 per month.

The service delivered an average of 614 home visits each month in response to calls which needed the emergency assistance of a team member.

A 90 day public consultation took place between 5 August 2023 and 13 November 2023. The consultation supported our strategic approach and service delivery in relation to the digitalisation of the Rothercare service and we were able to hear people's thoughts regarding the service and how it should be developed for the future, responding to the

national digital agenda. The consultation was accessible borough wide in range of formats, online, public drop in sessions and the offer of home visits for those who are most isolated. The consultation breadth covered all age ranges aged 18+ and included representation from people within the full range of protected characteristics.

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

The information and service is available to all adult residents across the borough regardless of any protected characteristics.

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

- Equality information is collected as part of the referral process and service reviews.
- Data regarding customers is captured on the Jontek system
- Monthly performance data and highlight reports are completed
- Customer surveys are carried out and afford an opportunity for feedback on the quality of service provision received.

Engagement undertaken with customers. (date and group(s) consulted and key findings)	A 90 day public consultation took place between 5 August 2023 and 13 November 2023
Engagement undertaken with staff (date and group(s)consulted and key findings)	Staff meetings were held in September 2023 and included Trade Union representation

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 proposals within the cabinet report directly impact all current and new customers of the Rothercare service and will ensure that people of all protected characteristics are able to receive emergency alarm support, providing independence, reassurance and helping people to stay safe and well.

Does your Policy/Service present any problems or barriers to communities or Groups?
No, upon referral both the communication and support needs of all individuals is taken into consideration, with specific service access requirements recorded within customer records and support plans.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers? The service positively impacts on people's lives by supporting them to remain independent and living in their own home for as long as possible either without or minimising reliance on the need for formal care and support. The service offers reassurance to customers, carers and family members and supports people to stay safe.
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) It is anticipated that the report will have a positive impact on the boroughwide community and the relationship with the Council as it demonstrates commitment to the future of this service which is very well respected and valued.

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: **Rothercare review and new business model**
Directorate and service area: **Adult Care, Housing and Public Health. Adult Care – Provider Services**
Lead Manager: **Julie Moore – Head of Service, Provider Services**
Summary of findings:
The equality analysis has been completed to ensure that people who use the services of Rothercare, their families and carers can fully access the service and it is inclusive to all irrespective of protected characteristics. This provides the benefits of independent living, personal assurance and safety and supports health and wellbeing.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Ensure that consultation and engagement outcomes are reported in a clear, representative, and balanced form back to Cabinet.	A, D, C	**18th December 2023**
New business model to take into account protected characteristics	A, D, C	**December 2024**

***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
DLT	Adult Care, Housing and Public Health DLT	22/11/2023
Cllr Roche	Cabinet Member for Adult Social Care & Health	27/11/2023
Ian Spicer	Strategic Director, Adult Care, Housing & Public Health	27/11/2023

7. Publishing

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

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

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

Date Equality Analysis completed	
Report title and date	
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

APPENDIX 4.

Will the decision/proposal impact…	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across Rotherham as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	No change	Emissions from Rothercare Team accommodation at Rawmarsh Customer Service Centre are likely to remain the same.	Emissions in Rawmarsh area of the borough	The building is within scope of the Council's Buildings Heat Decarbonisation Plan	Part of the Council's NZ30 greenhouse gas emissions monitoring
Emissions from transport?	Increase	Emissions from mobile response vehicle mileage are likely to remain consistent with the present scheme. However, the replacement programme to be undertaken by an appointed contractor is likely to result in short term additional transport emissions.	Emissions from mobile response vehicles is boroughwide	Consideration of impact reduction could be included as part of the procurement exercise.	Emissions from corporate fleet vehicles and vehicle mileage incurred by Council officers are monitored as scope 1 and scope 3 respectively, in NZ30 greenhouse gas emissions accounting.
Emissions from waste, or the quantity of waste itself?	Increase	There will be an increase in emissions from the removal of obsolete analogue units and the subsequent purchasing and end of life disposal of the new digital units and associated materials. The majority of this waste will constitute WEEE.	Removal of the units is boroughwide and disposal emissions will form part of both the Council's emissions and those of the Borough.	Contractors will be managed to ensure compliance with WEEE regulations and the waste hierarchy to ensure best management of any waste produced.	The removal of thousands of obsolete analogue units has a global implication and corporately a level of assurance is required that once disposed these devices will be

					decommissioned in compliance with national WEEE regulations. The Council also monitors emissions from waste as part of its scope 3 carbon accounting.
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:

Approval is sought from Cabinet in relation to the review of Rothercare and a new service model. All documents will only be published electronically to mitigate the carbon impact.

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

By promoting people's independence and helping people to remain at home for as long as possible, the Rothercare service will have an unknown impact on some sources of greenhouse gas emissions. For example, if more people stay healthy and well at home, then there may be increased greenhouse gas emissions from transport and domestic energy use, across the Borough of Rotherham: with a corresponding decrease in greenhouse gas emissions, from energy use from care home provision. There will be some unavoidable short-term emissions associated with the replacement programme including emissions associated with transport, materials used to create the new devices and waste. Contractors will be managed through the contract management process to ensure these emissions are minimised where feasible.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Julie Moore Head of Service – Provider Services ACHPH Adult Care
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]	Louise Preston, Climate Change Manager Strategic Asset Management, Asset Management, Finance & Customer Services CIA184

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Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet - 22 January 2024

Report Title
Corporate Parenting Strategy

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

Strategic Director Approving Submission of the Report
Nicola Curley, Strategic Director of Children and Young People's Services

Report Author(s)
Jane Wood, Head of Service, Children in Care and Corporate Parenting.

Ward(s) Affected
Borough-Wide

Report Summary

The Corporate Parenting Strategy outlines the three-year plan for corporate parenting responsibilities for children and young people. This sets out priorities for children and young people and outlines improvements to services and practice for children who are looked after or have care experience.

Recommendations

That Cabinet:

1. Approve the Corporate Parenting Strategy and approve the three-year plan as set out within the Strategy;

2. Note the Responsibility of the Cabinet Member for Children and Young People to Chair and convene the Corporate Parenting Partnership Board;

3. Approve the Governance Arrangements for the Corporate Parenting Partnership Board and delegate authority to the Strategic Director for Children and Young People's Services in consultation with the Portfolio Holder, Chief Executive and Assistant Director of Legal Services to amend the Terms of Reference.

List of Appendices Included

Appendix 1 Corporate Parenting Strategy 2024-2027
Appendix 2 Part A Initial Equality Screening Assessment
Appendix 3 Part B Equality Analysis Form
Appendix 4 Carbon Impact Assessment

Exempt from the Press and Public
No

Background Papers
None

Consideration by any other Council Committee, Scrutiny or Advisory Panel
No

Council Approval Required
No

Corporate Parenting Strategy 2024 – 2027

1. Background

1.1 *'The responsibility of local authorities in improving outcomes and actively promoting the life chances of children they look after has become known as 'corporate parenting' in recognition that the task must be shared by the whole local authority and partner agencies. The role of the corporate parent is to act as the best possible parent for each child they look after and to advocate on his/her behalf to secure the best possible outcomes' (*The Children Act 1989 guidance and regulations Volume 2: care planning, placement and case review, 2021). Rotherham takes its corporate parenting responsibilities seriously and wants to ensure that it is doing the best job it can for our children and young people.

1.2 This report introduces the Corporate Parenting Strategy 2024-2027. The purpose of this report is to outline the Council's ambitions, priorities and plans in respect of children in care and care leavers for the next three years. This also outlines the corporate parenting responsibilities of Rotherham Council and wider partners.

1.3 There are currently 509 children in care and 323 care leavers in Rotherham, with some overlaps between the two groups (due to young people being considered care leavers aged 16). These children and young people have a range of needs and experiences and live in a variety of placements, suited to their needs. As such the Strategy must outline priorities which meet the needs of all children in care and care leavers and determine how these needs may be met over the next three years.

1.4 The Strategy demonstrates how partners across Rotherham will work together to ensure that we are meeting the needs of children in care and care leavers. This also outlines how we will parent our children in care as a whole council approach.

1.5 The priorities set out in the Corporate Parenting Strategy are;

- Strategic Priority One: Children and Young People's Voice.
- Strategic Priority Two: Placement Sufficiency.
- Strategic Priority Three: Education and Attainment.
- Strategic Priority Four: Wellbeing and Independence.
- Strategic Priority Five: Delivering an Outstanding Care Leaver Service.
- Strategic Priority Six: Workforce Development.

2. Key Issues

2.1 The previous Corporate Parenting (Children in Care and Care Leavers) Strategy was published in 2017. Progress against the previous Strategy has been reviewed for completion and the targets set are mainly outdated due to the position of children's social care at that time. Progress has been made in all areas which were set out in 2017 and a refreshed action plan has been devised to address the new areas of focus.

2.2 The key achievements within corporate parenting since 2017 are as follows;

- Improved placement sufficiency through the residential transformation programme and the fostering plan.
- Improved stability of placements for children in care.

- Destination and permanence planning for children in care.
- Stability of the workforce.

2.3 Initially, the Corporate Parenting Panel, alongside performance clinics, will review the progress of the Corporate Parenting Strategy, 2024-2027 and of the service plans which sit alongside this document.

2.4 Quality assurance and performance data will be utilised to review the progress of the strategy and the impact for children and families on a monthly basis.

2.5 Activity will continue to engage partner agencies, officers and elected members in corporate parenting responsibilities. This will include contribution to a refreshed children in care pledge and exploring a covenant for care leavers to determine what agencies can offer to support young people achieve success.

2.6 As part of the development of the oversight of the Service, evaluation of other Local Authority services (for example, Hertfordshire County Council and Leeds City Council) has suggested that the Corporate Parenting Panel is reconstituted as a Board, with external partners involved, in the new municipal year. This would reinforce the importance of the wider partnership across the Borough to support these vulnerable children and young people and provide the collective leadership required to improve outcomes for children in care and care leavers. Partners provide the additional commitment to children in care and care leavers that a parent who is ambitious for their children would make, and it is important to continue to build upon this. It would also ensure that detailed discussions took place with Members about a range of confidential issues, including placements and direct service delivery.

2.7 The Board would continue to be chaired by the Lead Member for Children and Young People's Services with a cross party group of Members invited to attend the meetings. Membership would also include key corporate leads across all services relevant to children in care and care leavers, as well as health and education representatives. In order to facilitate the full attendance of children and young people, representatives will be restricted to attendees and documents will not be made public. It is essential to ensure that the voice of our children in care and care leavers is heard clearly and in a way that ensures they genuinely influence the development of policy and strategy moving forward. To ensure proper scrutiny continues for this important area of work, it is recommended that the Board report formally annually to council and to the Improving Lives Select Commission.

2.8 The Council is determined to ensure that all children in care and care leavers needs are met and that they are supported to achieve their aspirations. The proposed strategy and governance arrangements are an important of this.

3. Options considered and recommended proposal

3.1 Cabinet is asked to approve the Corporate Parenting Strategy 2024-2027. Approval of this Strategy will ensure that the Council has met its statutory duties to set out actions to be taken around corporate parenting responsibility. This will also ensure that the plan is carried out, impacting positively for children in care and care leavers, as well as the workforce.

3.2 Cabinet is also asked to approve the governance arrangements for the Corporate Parenting Partnership Board and put in place the Terms of Reference for the Partnership Board. These arrangements ensure that the Board will report back to both council and Scrutiny to ensure proper oversight of the actions of the Board in supporting the Council in its role as corporate parent.

3.3 The alternative options are to not have a new strategy or to endorse the Strategy. This is not recommended as this document sets out the strategic plan for children in care and care leavers and it is essential that the Council and partner agencies understand their corporate parenting responsibilities.

3.4 The Corporate Parenting Panel could remain as currently constituted. This is not recommended as the current model does not allow for full discussion of items, unrestricted attendance of children and young people or a formal reporting process to council.

4. Consultation on proposal

4.1 The development of this Strategy has involved a number of partner agencies across Rotherham, including health, education, commissioning, performance, legal services and finance. The Children in Care Council are scheduled to offer their views about the strategy, to enable these to be built into the specific service plans. The Children in Care Council will be asked to support the review of this plan.

5. Timetable and Accountability for Implementing this Decision

5.1 This new strategy will cover the period 2024 – 2027.

5.2 The progress of this Strategy will be reviewed in various forums, including monthly performance clinics and boards and the Corporate Parenting Panel. Annual reports will be provided by the Board and reported formally to council and to the Improving Lives Select Commission.

5.3 The new arrangements will commence in June 2024, from the date of the Corporate Parenting Partnership Board.

6. Financial and Procurement Advice and Implications

6.1 There are no financial implications arising from the Strategy.

6.2 Where there is a need for the Council to commission services from third party organisations to deliver the Strategy, this must be done in compliance with the Council's own Financial and Procurement Procedure Rules and the Public Contracts Regulations 2015. Early consideration needs to be given in the development of any commissioned services to ensure the chosen delivery vehicle includes the flexibility to meet the requirements of the Strategy.

7. Legal Advice and Implications

7.1 The concept of corporate parenting stems from the Children Act 1989, continued in the Children and Families Act 2014 and, in the Children, and Social Work Act 2017

there is the definition of the role of the corporate parent along with the requirement of a clear local offer. The statutory guidance, "Applying corporate parenting principles to looked-after children and care leavers 2018", highlights the co-operation required to promote and ensure a joined up approach with other agencies to support the Local Authority carry out its responsibilities to be a good corporate parent. There has been consideration of the corporate parenting principles which has included details about implementation within the strategy proposed. In view of this, there are no legal implications arising from the implementation of this Strategy.

8. Human Resources Advice and Implications

8.1 There are no direct HR implications within this report.

9. Implications for Children and Young People and Vulnerable Adults

9.1 Implications to vulnerable children and young people are covered within the report.

10. Equalities and Human Rights Advice and Implications

10.1 Equality and human rights are considered within the report.

11. Implications for CO_2 Emissions and Climate Change

11.1 Any implications are included in Appendix 4 Carbon Impact Assessment

12. Implications for Partners

12.1 Implications for partners are reflected in the report.

13. Risks and Mitigation

13.1 These are referred to in the report.

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	**Date**
Chief Executive	Sharon Kemp	08/01/24
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	04/01/24
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	04/01/24

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This report is published on the Council's website.

Rotherham Metropolitan Borough Council

Corporate Parenting Strategy 2024-2027

'If you step in, you must step up' (What Make Life Good, Coram Voice, 2020)

Empowerment **Prevention** **Proportionality** **Protection** **Partnership** **Accountability**

(Department of Health, six principles of safeguarding)

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About this document
Title: Corporate Parenting Strategy
Purpose: To set out Rotherham's Corporate Parenting vision and principles for the next 3 years
Updated by: Jane Wood, Head of Service, Children in Care
Approved by: Corporate Parenting Partnership Board
Date: 7.11.23
Version number: 1
Status: Final
Implementation date: Immediate
Review frequency: Refresh every 3 years
Next review date: 7.11.26



Foreword – Nicola Curley, Strategic Director for Children's Services

This three-year strategy sets out how we intend to exercise our corporate parenting responsibility for children in care and care leavers in Rotherham. We know that having the best possible start in life is essential for all children and young people. We also know that many of our children in care and care leavers have experienced adversity throughout their childhoods. This is why we are committed to our legal and moral responsibilities as corporate parents to enable all of our children and young people to thrive and achieve their ambitions.

We take a whole council approach to raising children in care and care leavers, involving officers and elected members, alongside each directorate of the council and partner agencies. This ensures that at the forefront of everyone's mind is the interests of our children and young people and how to offer them the best opportunities in life.

We will listen carefully to children and young people to shape the services we provide for them. We want to hear what they tell us about their care and use this to continue to be the best corporate parents we can. We will ensure that we do our very best to promote resilience for children and young people, keep them safe from harm and support them to achieve their ambitions.

Foreword – Cllr. Victoria Cusworth, Cabinet Member for children and young people.

The children, and young people in our care and those who are care experienced are the responsibility of all elected members and officers at RMBC. We whole-heartedly recognise this, and we are committed to providing an excellent standard of care that firmly puts children and young people at the front and centre of all we do. We are investing in our foster carers, having reviewed fees and allowances and recruitment and retention of foster carers is at the top of our list of priorities. We have also opened 4 children's homes so far in Rotherham because we know children are, where it is safe to do so, better placed within their communities and where possible we return children home to their families, where risk is reduced and can be managed safely. We are aspirational for our young people and it is our ambition to be child-centred and we are dedicated to listening to children and young people in our care and working with them and not doing to them. Being child centred, does not mean we simply put children at the centre, it means we put the child at the centre and therefore the question we must ask ourselves, over and over again, is - 'would this be good enough for my child". This document sets out how we plan to achieve the very best for our children and young people, as corporate parents, and grandparents.

Introduction

This plan sets out Rotherham Metropolitan Borough Council's vision, priorities and commitments to reducing inequalities for children in care and care experienced young people. It also outlines our ambitions for their future and how we want to continue to develop our services and that of other agencies over the next 3 years to enable our children and young people to achieve their ambitions.

Children in care and care experienced young people are a more vulnerable group than their peers, who have not had experience of being in care. Rotherham Metropolitan Borough Council is committed to ensuring better life chances and outcomes for all children in care and care experienced young people and takes the role of Corporate Parenting seriously.

We want to hear the voice of our children and their families, to enable co-production of the right services at the right time, which have a positive impact for children and young people. We have high aspirations for our children in care and care experienced young people and intend to suport them to achieve their potential.

We want our children, young people and families to be supported by a competent, skilled and resilient workforce. This will ensure a whole family approach, which builds upon the strengths of families.

This Children in Care and Care Leavers Plan describes how the local authority and its partners will act as responsible parents to children and young people living within their care and who are care experienced. A Care Leavers Action Plan, November 2023, has been completed in conjunction with this plan and a Children in Care Action Plan is in progress. This will enable tracking of measurable progress around specific targets and these documents should be viewed in conjunction with this plan..

This plan, in conjunction with the Action Plans and the Looked After Children and Care Leavers Sufficiency Strategy 2023–2028 will be monitored and reviewed through performance monitoring and the Corporate Parenting Partnership Board, which will replace the current Corporate Parenting Panel.



The Vision

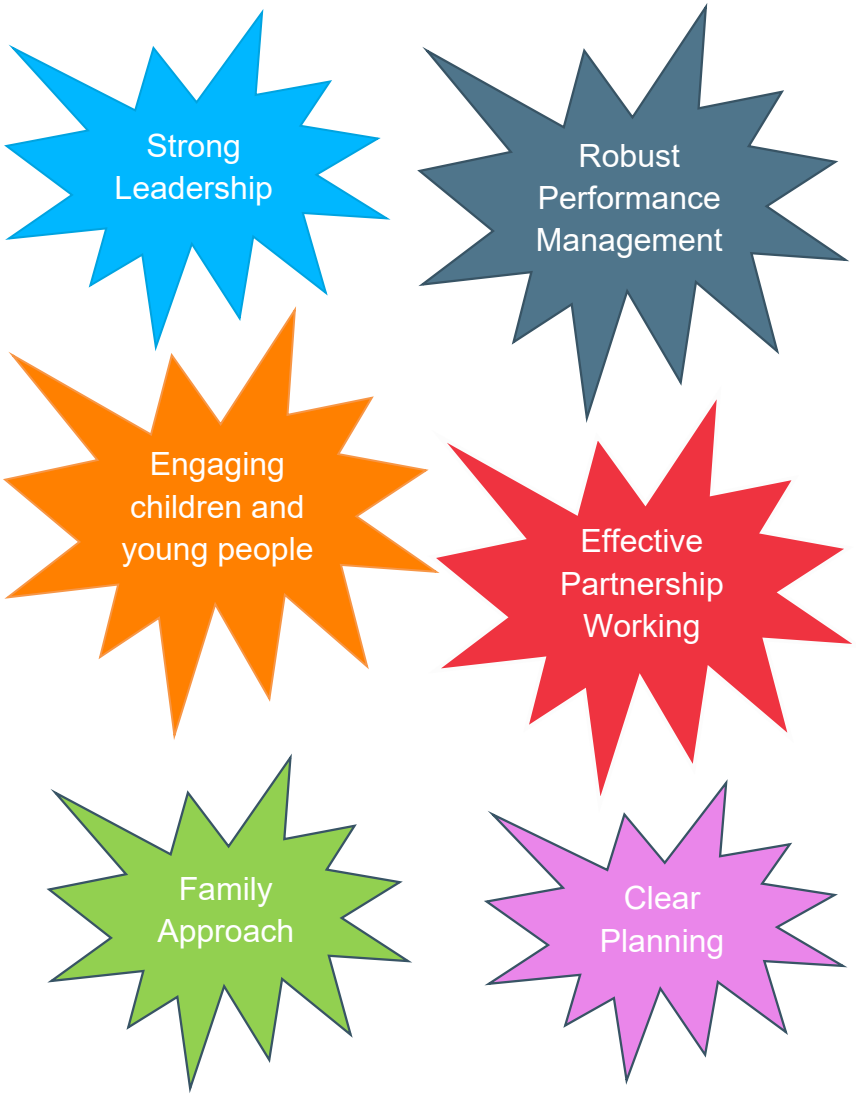
'If you step in, you must step up' (What Makes Life Good, 2020).

Our children in care and care leavers deserve to be provided with the highest quality service, which supports them to transform their life chances and have better futures.

We expect all of our children in care and care leavers to experience safe, stable and nurturing homes, with strong relationships and high levels of resilience. We intend to support all of our children to develop appropriate independence, to express their views and to make positive choices. In Rotherham we will give every child and young person the best opportunities to be successful in their adulthood.



Achieving Our Ambition



Corporate Parenting Principles

Rotherham Metropolitan Borough Council hold the main legal duty of Corporate Parent for children in care. We want our children in care and care experienced young people to be seen as children of Rotherham and for all partners to provide support to make children's lives better and enable them to achieve their potential.

The Corporate Parenting Strategy describes how the Local Authority and its partners, such as education, health, police and housing, should be responsible parents to children and young people in our care. Corporate Parenting requires everyone who is involved with children in care, including GPs, Teachers, Elected Members and Officers, to understand what good Corporate Parenting requires.

The national Corporate Parenting Principles set out seven principles that local authorities will have regard to when exercising their functions in relation to children in care and care leavers, as follows:

Principle One: To act in the best interests and promote the physical and mental health and wellbeing of those children and young people.

Principle Two: To encourage those children and young people to express their views, wishes and feelings.

Principle Three: To take into account the views, wishes and feelings of those children and young people.

Principle Four: To help those children and young people gain access to and make the best use of services provided by the local authority and its relevant partners.

Principle Five: To promote high aspirations and seek to secure the best outcomes for those children and young people.

Principle Six: For those children and young people to be safe and to have stability in their home lives, relationships and education or work.

Principle Seven: To prepare those children and young people for adulthood and independent living.

The Corporate Parenting Principles do not replace or change existing legal duties or replace our values. The principles are intended to encourage local authorities to be ambitious and aspirational for their children in care and care leavers.

As corporate parents elected members and council officials have a statutory responsibility for the wellbeing of children in care. Elected members should play their part in holding officers and partner agencies to account, as well as being proactive corporate parents themselves.

The renewed Corporate Parenting Partnership Board oversees and leads on the progression of this plan, alongside ensuring that all services are responsible for being good corporate parents. Members of the Board lead on ensuring the best outcomes for children in care and care leavers and ensure that we are ambitious parents for our children. Annual Reports from the Board will assist in tracking the progress made.

The focus of all agencies and corporate parents must be;

- Ensuring children in care and care leavers are a priority and have access to effective services.
- Promoting stability and permanence for all children in care and care leavers.
- Enabling all of our children to be happy, healthy and safe.
- Being ambitious for our children in care and care leavers and supporting them to be ambitious for themselves.
- Maintaining lifelong links for children in care and care leavers with family and networks.
- Involving children and young people in their plans and enabling them to support to shape services.
- Ensuring that all of our children in care and care leavers are able to achieve their potential.

Our Promise

This promise tells children and young people what they can expect from Rotherham Council and partners, as children in care or care leavers. Rotherham Corporate Parents take our Rotherham Family Approach ethos of striving for excellence and have made the following promises, which came from our children in care and care leavers.

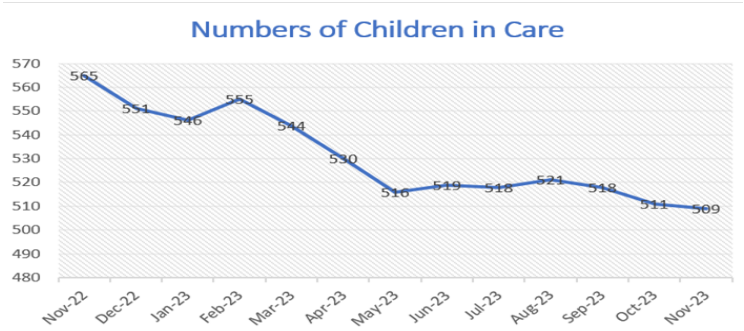
Promise 1 - We will help you to live in a safe place where you are protected from harm.
Promise 2 - We will listen to what you have to say and make sure it makes a difference.
Promise 3 - We will help you to learn and do your best at school and college.
Promise 4 - We will fully involve you in plans and decisions about you and your future.
Promise 5 - We will help you to learn new skills as you grown up and become an adult.
Promise 6 - We will help you take part in activities that you enjoy/are interested in.
Promise 7 - We will help you to be proud of yourself and celebrate your individual beliefs.
Promise 8 - We will help you to be happy and healthy.
Promise 9 - We will help you to explore and be ready for the world of work.

Work is underway to refresh the Children in Care Promise and develop the Care Leavers Charter. Consultation will take place with our children in care and care leavers around this.

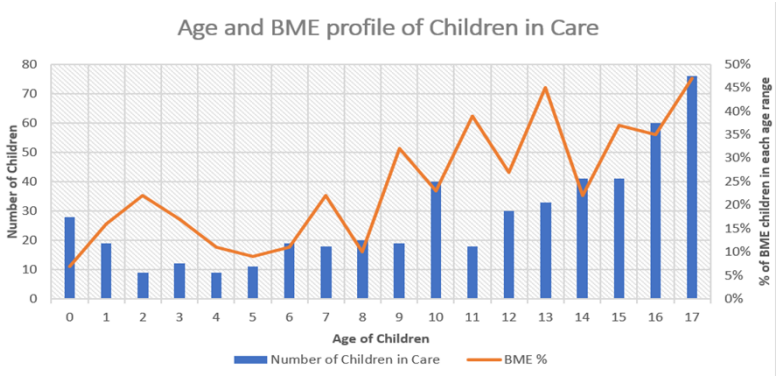


Our Children in Care and Care Leavers

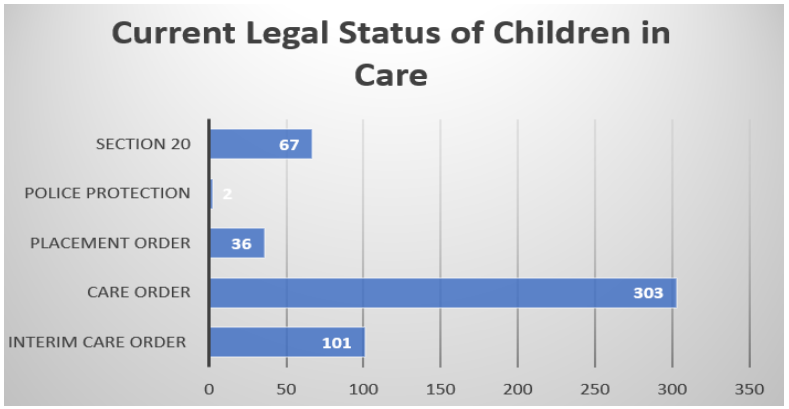
There are currently 509 children in the care of Rotherham Council (November 2023). This number has declined significantly over the last 12 months, despite there being an increase in unaccompanied young people transferring to Rotherham via the National Transfer Scheme. This is as a result of a high-quality intervention service, which supports to reduce risk and enable children to remain at home with their families.



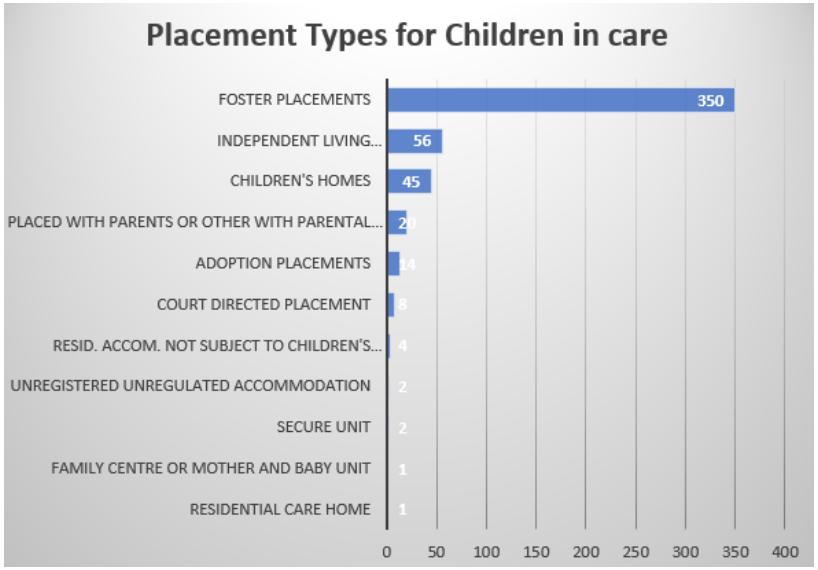
The graph below outlines the age profile of our current children in care population (to the left side of the graph), alongside the percentage of children from BME backgrounds, according to each age range (to the right side of the graph).



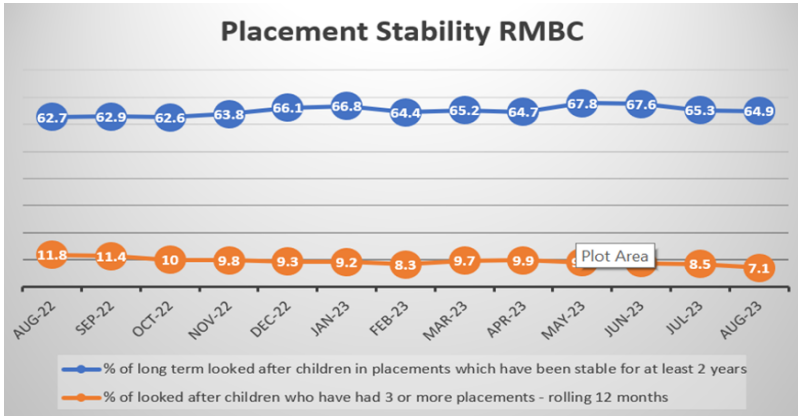
Current legal status for our children in care;



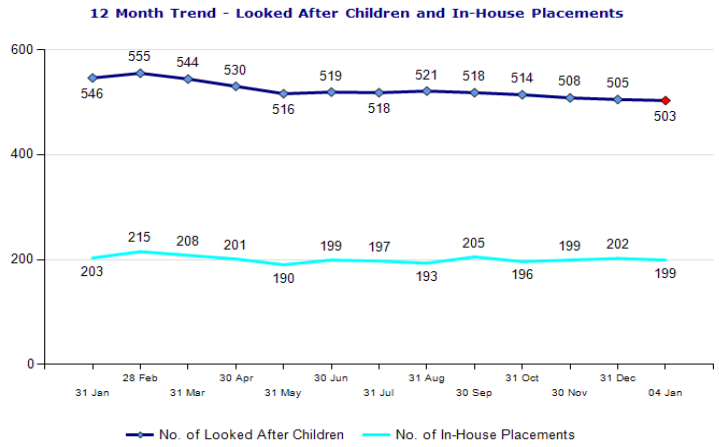
Current placement types for our children in care;



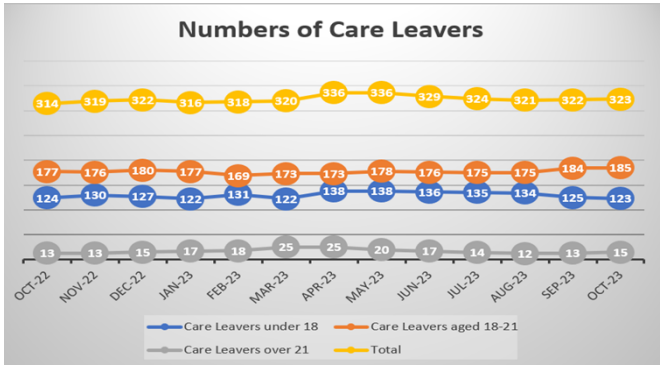
The comparison chart below demonstrates improving placement stability for children in Rotherham. While there is still some progress to be made, this is an improving picture over time.



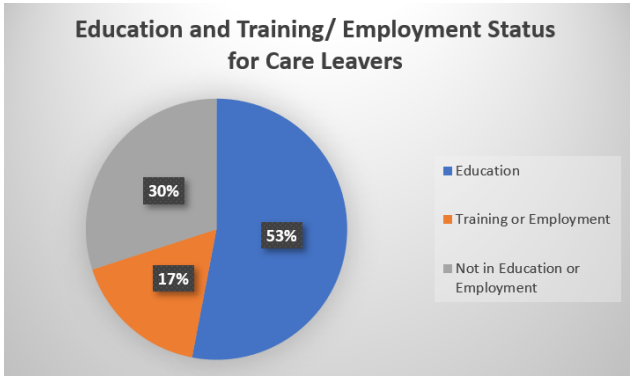
The number of children placed in 'in house placements' is shown in the below graph:



There are currently 323 young people aged 16 and over who are considered to be care leavers. The chart below outlines the numbers of care leavers and their age bracket over the preceding 12 months. This has remained reasonably consistent, though it is to be expected in time that these numbers will reduce in line with the reducing numbers of children in care.



The chart below demonstrates how many of our care leavers are engaged in education, employment and training. It is positive that we know the current status for all of our care leavers and that 70% of young people are engaged in education, employment or training. Our focus is to increase this percentage.



Strategic Priority One:
Children and Young People's Voice

Our wish is for all children and young people to be supported to express their wishes, views and feelings and that these influence decisions which are made about their lives. We want to work in partnership with all children and young people, to influence and shape service delivery and review.

What will we do?

- Work with managers, the rest of the workforce and partner agencies providing training, advice and guidance around the voice and participation of children and young people.
- Work with care experienced young people to support them to deliver briefing sessions to the workforce around the voice of the child.
- Review the organisation and content of the Looked after Children Council Meetings, alongside children and young people. This will determine how we can improve the experience and attendance at these events.
- Commence a Care Leaver Forum, to support with shaping service delivery and review.
- Review the use of 'The Journey' which is the hub to support care leavers to develop new skills, access support and socialise. All of these services will be evaluated to source feedback from young people.
- Continue to and expand on including children in care and care leavers in recruitment and training of foster carers and residential staff.
- Continue to and expand upon children in care and care leavers participation in the Corporate Parenting Partnership Board.
- Arrange regular meetings between the Looked after Children Council (LACC) and the Head of Service for Children in Care to look at how the LACC can influence service delivery and review.
- Develop online surveys to capture the views, experience and feedback of our children in care and care leavers.
- Produce six monthly reports, which evidence good practice across the service and capture the progress of voice and participation for children. These reports will be shared with the Corporate Parenting Panel and the wider workforce.

What will success look like?

- The workforce and managers will feel confident about supporting children and young people to express their views, wishes and feelings and to participate in decisions about their plan.
- Children and young people will understand and agree with their care plan.
- Good quality feedback will be collated frequently and used to inform the wider workforce.
- The Council will deliver high quality services, which are led by children in care and care leavers.
- The Corporate Parenting Partnership Board will lead on priorities which are set by children in care and care leavers.

LACC
LOOKED AFTER CHILDREN'S COUNCIL

Strategic Priority Two: Placement Sufficiency

Rotherham Metropolitan Borough Council have produced a separate Looked after Children and Care Leavers Sufficiency Strategy (2023-2028), which should be viewed alongside this document. It is our intention that every child should live in a stable and nurturing home and that their destination planning is focussed on achieving a plan of permanence as early as possible for each child.

What will we do?

- Enhance the quality of services which prevent children coming into the care of the local authority, including Edge of Care, Therapeutic Services, Engage, Evolve.
- Focus intervention on reunifying children with birth parents and family members. A step-down tracking meeting will track young people who may be able to return home, to ensure that plans are progressing effectively.
- Continue to increase the number of in house foster carers with strong recruitment and retention strategies and high levels of support for our foster carers.
- Continue to increase the number of residential homes for children in Rotherham.
- Continue to build strong relationships with providers of children's homes within a 20-mile radius of Rotherham.
- Actively avoid placing children in emergency and unregulated settings, through registering two children's homes for emergency use within Rotherham.
- Review children and young people who have had three or more placement moves within 12 months to develop learning, which will be shared via briefing sessions across the organisation.
- Quality assurance and performance monitoring will focus on the quality and progression of care plans, pathway plans and timeliness of intervention.
- In partnership with Housing Services, we will forecast the numbers of single and multi-occupancy housing for young people and ensure advance planning for this.
- Consider an initiative focusing on enhancing a programme of developing independence for young people and sourcing appropriate independent accommodation for them, where they can remain.
- Focus on strengthening pathways with partner agencies for our children in care and care leavers.

What will success look like?

- Less children will enter the care of the local authority by being supported to remain in the care of their family where it is safe to do so.
- More children and young people will return to the care of their birth parents or wider family members, when it is safe for them to do so.
- Children and young people will have access to a range of local homes (internal and external options) that meet their needs and support them to achieve their potential.
- Plans of permanence will be progressed quickly for children and young people.
- Less children and young people will be placed outside of the Rotherham.
- All children will be engaged with appropriate support services and education, which reduce the risk of family or placement breakdown.
- When young people leave our care, they will have a range of accommodation options which meet their needs.
- All services will take the Rotherham Family Approach to ensure all Rotherham children and young people are "resilient, successful and safe", evidenced by Quality Assurance activity.
- Children and young people will be able to access the support they need when they need it because Health, Education and Care Services will share a joint understanding of the needs of children and young people in Rotherham and use this to inform commissioning and service delivery.

Strategic Priority Three: Education and Attainment

Nationally we know that children who are looked after do less well in school. Care leavers are less likely to be in further education or employment. This creates disadvantage into adulthood and adults with a history of care are likely to have poorer outcomes later in life. It is our intention that all children in care and care leavers have access to good quality education and training and have opportunities to achieve.

What will we do?

- Track attendance for all children in care and take steps to remove barriers to school attendance.
- Focus on raising the attainment and achievements of all children in care and reducing the attainment gap.
- Seek to reduce school exclusions for children in care.
- Work with young people that are disengaged to reconnect them to training, further education and employment.
- Ensure that all children in care get the best possible start in life and are ready to attend school and learn.
- With our partners, we will address the variability of Education, Health and Care Plans.
- Focus on improving the quality of education provision for children and young people.
- Focus on increasing exam pass rates for children in care.
- Focus on increasing the number of care experienced young people who attend higher education.
- Provide more apprenticeships for young people who are care experienced.
- Where children and young people are placed out of area, we will source suitable education for our children in care.
- Arrange safeguarding networking meeting and working groups with education settings, which focus on attendance, attainment and progress and shares good practice.
- Establish joint training opportunities with social care and education.
- Enhance the offer around wellbeing, emotional health and school-based anxiety through Educational Psychology
- Utilise the support and expertise of our Virtual Head Teachers to ensure our children receive the best possible support.

What will success look like?

- All of our children in care will have high levels of school attendance and be engaged with their education.
- Our children in care and care leavers will meet their learning potential and achieve qualifications.
- Children will access education local to where they live, which is good or outstanding.
- Where children have additional needs, they will be in education settings which can meet these needs.
- More care experienced young people will be in suitable education, employment or training.



Strategic Priority Four: Well-being and Independence

It is essential that all children in care and care leavers are prepared for adulthood and have the necessary knowledge, skills and support to live fulfilling and successful lives.

What we will do

- Improve the quality of life story work for all children in care to enable them to understand their journey through care and the reasons why decisions were made.
- Ensure that where appropriate all young people have access to their records and are supported to understand these.
- Ensure that when care experienced young people or children in care are expectant parents that they are prepared for parenthood.
- Support young people to have a good understanding as to how to keep themselves safe in adulthood and how to access appropriate support services.
- Support children in care and care leavers to maintain relationships with birth family and wider family or friend networks to ensure that they have sustainable support in adulthood.
- Support children in care and care leavers to establish new and sustainable support networks.
- Utilise family network meetings and family group conferencing at specific points in a child's journey to promote lifelong links.
- Encourage and support young people to gain qualifications and skills to assist them to access suitable employment and be financially secure in adulthood.
- Offer one to one and group independence sessions to young people, which will give them skills to be able to manage finances, household bills, relationships and employment.
- Continue to keep in touch with our care leavers to offer advice and assistance where required.

What will success look like?

- Our children in care and care leavers will have a full understanding of their journey in care and of decisions which are made about them.
- Our children in care and care leavers will grow into successful adults, who achieve their potential and can keep themselves safe.
- As adults, those with care experience will have sustainable family and friend support networks, who will be there long term to support them.
- Our children and care and care leavers will expand their horizons, try out new things, develop wider social experiences and engage in activities.
- Our care leavers will keep in touch with services and share their experiences, seeking support and advice when they need this.
- Our children in care and care leavers will have knowledge, skills and experience to be able to seek training or employment in fields they feel passionate about.
- More of our young people will go on to attend higher education.
- Our care experienced young people and adults will have positive childhood memories and experiences to reflect on, which will shape their experiences as adults.

Strategic Priority Five: Deliver an Outstanding Leaving Care Service

We want all of our young people to be successfully supported to move from our care to independence. We intend to ensure this through a strong partnership, who offer a high standard of care and support to young people. Responsibilities as corporate parents will be shared and understood by all partner agencies in Rotherham. We will have a robust care leaver offer, which is easily accessible and well understood. We understand that success is measured in different ways and we want our care leavers to achieve their individual potential in all avenues of their life, however this may look.

What we will do

- Support all young people to sustain positive relationships with family and friends, using family network meetings and family group conferences.
- Produce and deliver robust pathway plans, utilising training and guidance to support staff with the creation of these.
- Ensure our Care Leaver Local Offer provides all young people with the support and assistance they need and that they understand how to access this.
- Focus, alongside our partners on ensuring there is affordable and suitable housing for all of our care leavers.
- Allocate a personal advisor to every care leaver when they reach 16 years old.
- Work with education to provide more training opportunities and apprenticeships for our care leavers.
- Work with other agencies to provide more suitable employment offers for our care leavers.
- Ensure that young people's cultural and identity needs are met and that there are resources available in the local area to support them.
- Review support services that are available to young people who have experienced trauma and processes for accessing support.
- Strengthen our understanding of the offer to our unaccompanied young people, our compliance with statutory guidance and our understanding and use of best practice.

What will success look like?

- Our young people will be well prepared to live independently, or to gain as much independence as possible.
- All of our young people will be able to access education, employment or training.
- Our care leavers will feel safe and experience stability in their lives.
- Our care leavers will have strong family links and networks in to adulthood.
- Our care leavers will know how and where to access support services.
- Care leavers will understand and contribute to their plans.
- Care leavers will have good access to health care.
- Our care leavers will have their cultural and identity needs met and be able to access local resources, which are suitable for their needs.
- Care leavers will be supported to achieve financial stability.

Strategic Priority Six: Workforce Development

We want our workforce development to focus on the developmental needs of our social workers, personal assistants and managers. It is our intention that the workforce will work jointly with children and young people to create deliverable plans. We want all of our children in care and care leavers to have a consistent social worker and personal assistant, who knows their needs well and understands their journey.

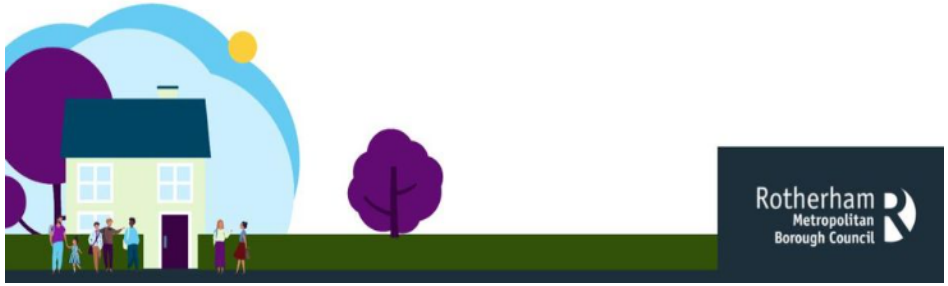
What we will do

- Offer our workforce high quality training and guidance to help them to know how to do their job well.
- Focus on recruitment and retention of social workers and personal assistants.
- Have experienced and skilled managers, who promote good quality practice and child focused decisions.
- Undertake frequent dip sampling and auditing, which will help us to promote outstanding practice for all of our children and young people.
- Hold regular performance meetings, which focus on compliance and quality of practice.
- Support social workers and personal assistants to become experts in practice and focus on their continuous professional development.
- Develop strong working relationships between our workforce and partner agencies.

What will success look like?

- Our workforce will be competent and confident practitioners who prioritise the needs of children and young people.
- We will offer our children in care and care leavers the highest standard of practice and intervention.
- Social workers and personal assistants will be well supported by managers and offered high quality supervision, which will drive plans and encourage reflective practice.
- Our plans for children and young people will be SMART, robust and focused.
- Our compliance and quality will be outstanding in all areas of practice.
- All partners will work together to be good corporate parents to our children.

"We believe in caring for our staff, so our staff can provide the best quality care for Rotherham's children and young people."



Three Year Priorities: Summary



Children and Young People Voice

- Participation
- Shaping services
- LACC Council
- Care Leaver Forum
- Surveys/ engagement meetings
- Support recruitment
- Support training
- Support development of
- Corporate Parenting Partnership Board

Placement Sufficiency

- Fostering plan
- Residential transformation
- Increase in house fostering and residential placements
- Reunification to birth familiy
- Forecasting demand
- Placement stability

Education and Attainment

- Track school attendance
- Monitor attainment
- Reduce exclusions
- EHC Plans
- Education, employment and training opportunities
- Training
- Safeguarding

Wellbeing and Independence

- Life story work
- Access to records
- Relationships with family/ networks
- Preparation for adulthood
- Access to support
- Preparation for parenthood
- Stability and safety

Outstanding Leaving Care Service

- Care Leaver Action Plan
- Support to maintain family and friend networks
- Robust pathway planning
- Care leaver offer
- Affordable and suitable housing
- Education, training and employment
- Culture and identity
- Services for UAS children

Workforce Development

- Training and guidance
- Recruitment
- Retention
- Performance and quality management
- Relationship with partner agencies
- Experienced skilled managers
- Experts in practice



Working with Rotherham's children, young people and families to be resilient, successful and safe.

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: Children in Care and Care Leaver Strategy 2024-27	
Directorate: CYPS	**Service area:** Children's Social Care
Lead person: Jane Wood	**Contact:** Jane-e.wood@rotherham.gov.uk
Is this a: [x] **Strategy / Policy** [ ] **Service / Function** [ ] **Other** **If other, please specify**	

2. Please provide a brief description of what you are screening
The Children in Care and Care Leaver Strategy outlines the corporate parenting strategy for the next three years.

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? *(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)*	×	
Could the proposal affect service users? *(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)*	×	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? *(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)*	x	
Have there been or likely to be any public concerns regarding the proposal? *(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)*	x	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? *(If the answer is yes you may wish to seek advice from commissioning or procurement)*	×	
Could the proposal affect the Council's workforce or employment practices? *(If the answer is yes you may wish to seek advice from your HR business partner)*	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?**

Equality and diversity has been considered at all key stages for the Children in Care and Care Leavers Strategy. This has included consideration of the diverse cohort of children in care and care leavers and the impact of service delivery.

There are currently 512 children in the care of Rotherham Council and 327 care leavers (some of whom overlap). Children and young people are from varying backgrounds and circumstances.

- **Key findings**

The Children in Care and Care Leavers Strategy 2024-27 sets out the Councils corporate parenting responsibilities, including how partner agencies will work together to meet the needs of our children in care and care leavers.

We intend to offer the highest quality services to our children and young people, through consultation and multi-agency working.

We know that children in care and care leavers are a vulnerable group in society and many have experienced adversity in their childhoods and beyond. We propose to ensure that all children in care and care leavers can access the right services at the right time to enable them to achieve their potential.

We want our children, young people and families to be supported by a competent, skilled and resilient workforce.

We intend to support all of our children to develop appropriate independence, to express their views and to make positive choices.

- **Actions**

Equality and Diversity information will continue to be monitored throughout the delivery of the strategy, with monthly reviews of the service plans and quarterly at the Corporate Parenting Board.

Further Equality Impact Analysis will be completed as required as part of the delivery associated with the Strategy.

A range of approaches will be used to ensure that children, young people and families play a key part in the evaluation of the strategy.

The development of the strategy has been undertaken with children and young people and their families in mind, and in conjunction with frontline staff and partner agencies.

Date to scope and plan your Equality Analysis:	Completed
Date to complete your Equality Analysis:	November 2023

Lead person for your Equality Analysis (Include name and job title):	Jane Wood Head of Service for Children in Care and Corporate Parenting.

5. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening:		
Name	**Job title**	**Date**
Nicola Curley	Strategic Director for Childrens Services	November 2023.

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	23/11/2023
Report title and date	Children in Care and Care Leaver Strategy 2024-2027.
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	November 2023.
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: Children in Care and Care Leaver Strategy	
Date of Equality Analysis 23/11/23	
Directorate: CYPS	**Service area:** Children in Care
Lead Manager: Jane Wood	**Contact number:** 01709 254791
Is this a: [x] **Strategy / Policy** [ ] **Service / Function** [ ] **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)**
Nicola Curley	RMBC	Strategic Director of Children's Social Care
Helen Sweaton	RMBC	Head of Service for First Response
Laura Gough	RMBC	Head of Service Safeguarding

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.)

This report screens the activity undertaken to progress the children in care and care leaver strategy. It is important to note that the strategy specifically relates to children in care and care leavers and as such excludes children not in those categories. This strategy incorporates all children in care and care leavers and does not exclude any child or young person within that range.

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

Equality information is captured as part of our existing service delivery and identified priorities. This includes data for all children in care and care leavers, including, though not limited to age, gender, ethnicity and disability status.

Data was used to inform the strategy in respect of identifying gaps in provision and services.

Equality information is available through existing delivery in the following ways:

Regular monitoring and oversight through the Corporate Parenting Panel
Children in Care Council and 'Little LAC'
Performance Practice and Learning
CYPS performance reporting – Scorecards and Dashboards
Audit and QA activity
DfE
Department for Health & Social Care
Ofsted
Staff and SW Health Check 2023

A service plan and pledge will sit alongside the strategy, which will include diversity and equality information. This will also incorporate the views of children in care and care leavers, which will be used to review and monitor progress of the plan.

Are there any gaps in the information that you are aware of? None identified.
What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? The Children in Care and Care Leavers Strategy will be reviewed quarterly in Corporate Parenting Panel. This will consider oversight and implementation of the strategy. The service plans which align with the strategy will be reviewed monthly. Performance and quality monitoring will measure the progress and impact of the strategy. Existing data and established methodology across the children's workforce will continue to be used to monitor impact on those groups with protected characteristics. As part of current practice, the voice of children and families is sought through audit activity, and a variety of voice groups. The Children in Care Council will contribute to the service planning and progress of this strategy.

Engagement undertaken with customers. (date and group(s) consulted and key findings)	There has been ongoing engagement with partner agencies regarding the implementation of a Children in Care and Care Leavers Strategy via Corporate Parenting Panel and other forums. Previous consultation with children in care and care leavers has informed this strategy, with further consultation planned.
Engagement undertaken with staff (date and group(s)consulted and key findings)	Managers and front line staff have been involved in the preparation of the Children in Care and Care Leavers Strategy and service planning. Where appropriate this has also included involvement from wider directorates, including HR, Finance and Legal.

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) Service delivery is regulated by a range of Legislation and Guidance, as well as oversight from the regulatory body, Ofsted. Service delivery is utilising a restorative, inclusive approach. While this strategy is specific to children in care and care leavers, the proposals do not exclude any group within this

category. There is also a focus on meeting the individual needs of children and young people. The strategy intends to outline the corporate parenting responsibility for RMBC as well as all partner agencies to enable agencies to focus on the individual needs of children in care and care leavers.
Does your Policy/Service present any problems or barriers to communities or Groups? No, the Children in Care and Care Leavers Strategy intends to equip the workforce and wider partner agencies to meet the needs of children in care and care leavers and gain a better understanding of their corporate parenting responsibilities.
Does the Service/Policy provide any positive impact/s including improvements or remove barriers? Yes, the strategy proposes actions which will improve the lives of children in care and care leavers, enable them to participate better in society and achieve their potential. This strategy sets out opportunities to have a positive impact for children and young people, as well as the wider community. This strategy will support services and partner to remove barriers for children in care and care leavers and to support them to overcome adversity.
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 Children in Care and Care Leaver Strategy is deliberately focussed on children in care and care leavers and as such does not include children outside of this group. This is because we know children with experience of care are more disadvantaged that children who have not. This also sets out the corporate parenting responsibilities for the workforce as wider partner agencies. It is expected that this strategy will have a positive impact upon community relations, including increasing the opportunities for children in care and care leavers.

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: Children in Care and Care Leavers Strategy 2024-2027.
Directorate and service area: CYPS. Children's Social Care
Lead Manager: Jane Wood
Summary of findings:

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Children in Care and Care Leavers Strategy 2024-2027 implementation	A, D, S, GR, RE, ROB, SO, C, O	**March 2024.**
Seek to remove barriers for children and young people who may have protected characteristics in terms of accessing services set out in the strategy.	A, D, S, GR, RE, ROB, SO, C, O	**March 2024**
Ensure that all children and young people are treated fairly and with respect throughout the implementation of this strategy.	A, D, S, GR, RE, ROB, SO, C, O	**March 2024**
Complete a further equality analysis after 12 months to ensure the success of this plan and identify any issues.	A, D, S, GR, RE, ROB, SO, C, O	**March 2024**

***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**
Nicola Curley	Director of Children's Services	November 2023
Kelly White	Head of Service First Response	November 2023
Cllr Cusworth	Lead Member Children's Services	November 2023

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given. If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report. A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	
Report title and date	Children in Care and Care Leavers Strategy 2024-27
Date report sent for publication	2023
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	2023

Will the decision/proposal impact…	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	**Describe impact or potential impacts on emissions across Rotherham as a whole.**	**Describe any measures to mitigate emission impacts**	**Outline any monitoring of emission impacts that will be carried out**
Emissions from non-domestic buildings?	No change		.		
Emissions from transport?	No change	Emissions will remain at similar levels to current across the borough			
Emissions from waste, or the quantity of waste itself?	No change				
Emissions from housing and domestic buildings?	No change				
Emissions from construction and/or development?	No change			.	.
Carbon capture (e.g. through trees)?	No change	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:
None

Supporting information:	
Completed by: **(Name, title, and service area/directorate).**	Jane Wood Head of Service for Children in Care and Corporate Parenting
Please outline any research, data, or information used to complete this [form].	None required
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.	Not relevant
Tracking [to be completed by Policy Support / Climate Champions]	None required

Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet - 22 January 2024

Report Title
Neglect Strategy 2024 – 2026

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

Strategic Director Approving Submission of the Report
Nicola Curley, Strategic Director, Children and Young People's Services

Report Author(s)
Laura Gough Head of Service Safeguarding Quality, Learning and Therapeutic services.
Laura.Gough@rotherham.gov.uk

Ward(s) Affected.
Borough-Wide

Report Summary

This report introduces the Neglect Strategy 2024-2026. It is a Partnership Strategy and is governed by the Rotherham Safeguarding Children Partnership (RSCP). It is owned by the Neglect Delivery Group which reports directly to the RSCP Executive Partnership Group. The strategy is being presented to Cabinet for endorsement.

The Neglect Strategy 2019 – 2023 has concluded, as the strategy was concluding, a Neglect delivery group was established to support the development of the new strategy. This group has brought together key professionals who alongside developing the strategy will be responsible for delivery, and will monitor and analyse data, training offer and attendance, be responsible for awareness raising, and the overarching response across all partners.

The Neglect Strategy 2024 – 2026 has been developed in line with legislation and guidance, the specific legal duties that relate to this Strategy are:

- *Children Act 1989 – Section 17* – places duty on the local authority to provide services to children in need in their area, regardless of where they are found.
- *Children Act 1989 – Section 47* – requires local authorities to undertake enquiries if they believe a child has suffered or is likely to suffer significant harm.
- *Working Together 2018* – states: *'Whilst it is parents and carers who have primary care for their children, local authorities, working with partner organisations and agencies, have specific duties to safeguard and promote the*

welfare of all children in their area'.

It has also considered the NSPCC research and assessment tool, Graded Care Profile 2.

Derived from academic, sector and local research around neglect, the Strategy has three priorities:

1. Recognise
2. Respond
3. Make a Difference

The aim is to use research alongside current date and local case studies and examples to drive the Strategy action plan.

The Strategy provides clarity on neglect type and signs, roles, and responsibilities of key partner agencies, how they work together to deliver the key priorities and how success is measured.

This report provides a brief introduction and requests endorsement of the new Strategy.

Recommendations

1. That Cabinet endorse the Neglect Strategy 2024-2026.

2. That Cabinet approve the Local Authority involvement in the development and implementation of the Partnership Strategy Delivery Plan and the oversight of progress by; the Neglect Delivery Group, Rotherham Safeguarding Children's Partnership (RSCP) and Rotherham Metropolitan Borough Council (RMBC) Improving Lives Select Commission (ILSC).

List of Appendices Included

Appendix 1 Neglect Strategy 2024-2026
Appendix 2 Part A Initial Equality Screening Assessment
Appendix 3 Part B Equality Screening Assessment
Appendix 4 Carbon Impact report

Exempt from the Press and Public
No

Background Papers
No

Consideration by any other Council Committee, Scrutiny or Advisory Panel
No

Council Approval Required
No

The Neglect Strategy 2024 – 2026

1. Background

1.1 The Children Acts of 1989 and 2004 set out specific duties: section 17 of the Children Act 1989 puts a duty on the local authority to provide services to children in need in their area, regardless of where they are found; section 47 of the same Act requires local authorities to undertake enquiries if they believe a child has suffered or is likely to suffer significant harm.

1.2 Working Together to Safeguard Children 2018 – A guide to inter-agency working to safeguard and promote the welfare of children (2018), states: "*whilst it is parents and carers who have primary care for their children, local authorities, working with partner organisations and agencies, have specific duties to safeguard and promote the welfare of all children in their area."*

1.3 The Children Act 2004 states that safeguarding duties placed on the local authority can only be discharged with the full co-operation of other partners, many of whom have individual duties when carrying out their functions under section 11 of the Act. The Social Work Act 2017 brought about changes to how partners work together, abolishing Local Safeguarding Children Boards, and replacing them with an equal partnership, putting duties on three 'safeguarding partners' - the local authority, Clinical Commissioning Group (now Integrated Care Board) and the Chief Officer of Police - to make safeguarding arrangements that respond to the needs of children in their area.

1.4 There is no national strategy for Neglect, however, there are a number of articles produced by the Department for Education and NSPCC on the issue, (publishing.service.gov.uk). Neglect is referred to Working Together to Safeguard Children 2018 (publishing.service.gov.uk) as part of the wider safeguarding arrangements for children and young people. Neglect is defined in Working Together to Safeguard Children as *"the persistent failure to meet a child's basic physical, emotional and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse."*

1.5 Neglect accounts for 40% (151 children) of Rotherham's Child Protection Plans, second to Emotional abuse at 51% (as of 31 October 2023). These statistics are also reflected in the Children in Need cohorts, and Early Help. By tackling neglect at the earliest opportunity, the aim is to prevent the situation deteriorating to requiring statutory intervention. Whilst Neglect can be a one-off incident (home alone for example) it rarely is. It is an ongoing situation that can be subtly getting progressively worse, but often making it difficult to identify.

1.6 The Strategy sets out how partners across Rotherham with responsibility for delivering services to children and young people will deliver on their collective responsibilities to keep children safe from neglect through working with their families, communities, and networks over the next three years.

1.7 The Strategy demonstrates how key partners will work together, and the key meetings which provide oversight.

2. Key Issues

2.1 The previous Neglect Strategy 2019 – 2023 was published in 2019.

2.2 Progress against the priorities in the previous Strategy has been reviewed for completion and recognition of achievement, and to support the development of the new strategy. An action plan will be developed to deliver the strategy.

2.3 The key achievements over the last strategy

2.3.1 The Neglect Group, established under the previous 2019 – 2023 Strategy, raised the profile of child neglect as an issue in Rotherham. Whilst Rotherham is not an outlier in comparison to the other regional authorities and comparative neighbours, the Group was able to evidence through data and Early Help, Child in Need and Child Protection Plan analysis that this issue required the attention of the Safer Rotherham Partnership and Rotherham Safeguarding Children Partnership. Activities included coordinating partners to increase the status of this issue, report of key date and issue, and develop an agreed (Help / Harm) threshold response.

2.3.2 Whilst many children living in poverty are not neglected, there are often links between poverty and deprivation and neglect. 23% of children living in Rotherham are in low-income families (England 20% – 2022). Free School Meal (FSM) entitlement rate is above national average, 25.2% compared to 23.1% at Primary phase and 24.1% compared to 20.9% at Secondary phase (DfE 2021/22). According to the 2019 Indices of Deprivation, deprivation in Rotherham has increased with the Borough now ranked 44th most deprived district on average IMD score, compared to 52nd in 2015. Rotherham's rank means that the Borough is amongst the 14% most deprived local authority areas in England. In 2019, the key drivers of deprivation in Rotherham remained Health & Disability, Education & Skills, and Employment. Of these, Health & Disability deprivation was most severe and widespread whilst Employment and Education deprivation were more concentrated and polarised.

2.3.3 Rotherham is the 52nd most deprived district in England:

2022/23 (2021/22)	Rotherham	Statistical neighbour Av	National Av
No of children subject of CP plans (per 10,000)	70.4 (82.7)	59.2	42.1
No of children looked after (per 10,000)	96.2 (97.8)	102.4	70

2.3.4 In Rotherham 398 children were subject to a Child Protection (CP) Plan at the end of March 2023, which is above statistical and national averages, but there is a downward trend from a high of 505 children in July 2022. There were 396 children subject to a CP plan (as of 31 March 2023), broken into the following categories:

Category of abuse	Children
Emotional	210
Neglect	141
Physical	25
Sexual	18
Multiple	2

2.3.5 In this period of the previous strategy 2019 – 2023, work was undertaken with the child protection conference chairs and wider workforce on the use of categories to identify and then raise awareness for specific children on the greater issue of concern. Previously the Neglect category had been used for children that were exposed to domestic abuse (Neglect through failure to protect). However, this places responsibility on victims of abuse rather than identifying what the actual risk was for the child. These children are now safeguarded through categories of Emotional harm and Physical abuse. Through this work and the work of the Neglect Group collectively and across the partnership, reporting on cases of neglect and understand the size of the issue has improved.

2.4 Review of the Rotherham Safeguarding Children Partnership (RSCP) arrangements

2.4.1 The Executive Group for the RSCP has undergone a membership change in 2022-23. The new membership includes:

Nicola Curley, Strategic Director of Children and Young People's Services

Laura Koscikiewicz, Chief Superintendent and District Commander for Rotherham,

Sue Cassin, Chief Nurse, South Yorkshire Integrated Care Board (ICB),

In addition, the new partnership business manager Lee Durrant, was appointed in mid-February 2023.

2.4.2 A review of the partnership arrangements and delivery groups was undertaken in 2023. This was following the recruitment of an independent scrutineer to the Rotherham Safeguarding Children Partnership Executive group. Darren Downs joined the Rotherham Safeguarding Children Partnership in spring 2023. This role was similar to the previous chair role, however, added a greater emphasis on scrutineer, of the partnership arrangements and safeguarding arrangements.

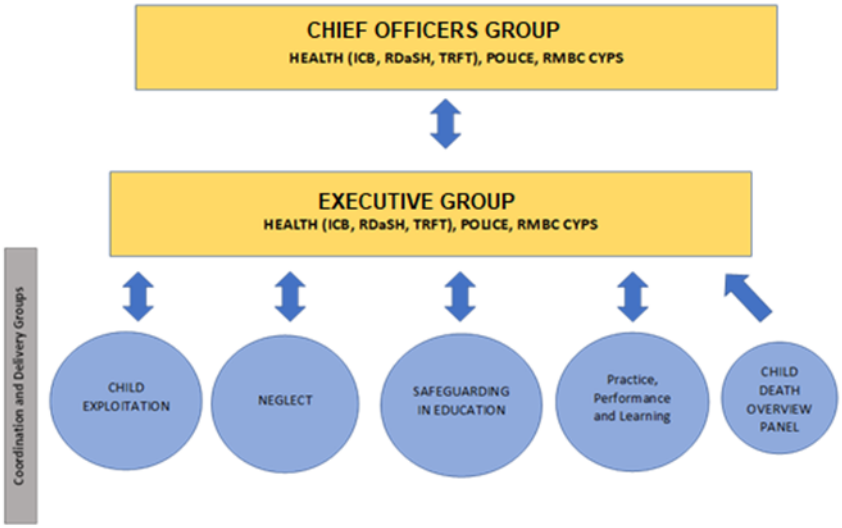
2.4.3 The new arrangements came into play followed by a consultation with the RSCP Executive group and the wider partnership, and a review of the priorities and Terms of reference by the Executive group and wider partnership.

2.4.4 **Previous arrangements**.



The previous arrangements met the requirements at specific time and place in Rotherham's journey and priorities.

2.4.5 **New Arrangements 2023**



2.4.6 The changes are mostly seen in the Delivery Group structure. The governance arrangements and oversight by the Independent Scrutineer and the Executive Group reporting to the Chief Officers Group remains unchanged.

2.4.7 The Child Exploitation Delivery Group (CEDG) was retained, and appointment of a new Chair, Superintendent Andy Wright, SYP followed the retirement of the previous Chair.

2.4.8 The Neglect Subgroup was elevated to a Delivery Group which reports to the RSCP Executive. This was in recognition of how important the issue and need is in Rotherham, regional and nationally. This Neglect delivery Group is Chaired by Gemma Cross, Head of Safeguarding, NHS.

2.4.9 A new Safeguarding in Education Delivery Group (SEDG) was created, and a Chair is to be appointed by the new Assistant Director for Education and Inclusion. This was created in recognition of the important role that schools, early years and education plays in safeguarding children. Whilst Education is not a partner in Working Together 2028, it is believed that in Rotherham, they have a significant role to play in keeping children safe from harm and neglect. Working Together is under review and it is expected the role of Education will have a greater emphasis.

2.4.10 The Learning and Performance Delivery Groups have been combined into one Practice, Performance and Learning Delivery Group (PPL) Chaired by Head of Safeguarding Laura Gough. Bringing these groups together ensures that learning is cross cutting from practice to performance data, local, regional, and national learning, and all learning opportunities in-between. This group will be responsible for learning action plans from local reviews and consider learning from regional and national reviews.

2.5 **Further activities undertaken by the Neglect Subgroup**

2.5.1 The Neglect Subgroup are promoting safeguarding training, specifically the Neglect Graded Care Profile 2 across the partnership. There is an extensive training prospectus available to the workforce, and a pool of trainers in partner organisations has been developed to deliver the Graded Care Profile 2 training across the Childrens Workforce.

2.5.2 The Neglect Subgroup have developed a data and performance analysis process which they use to identify key themes and areas for development and focus.

2.6 **The main priorities for the coming three years:**

2.6.1 The main priority is to embed the elevation of the Neglect Subgroup to a Delivery Group reporting to the RSCP Executive group.

The Neglect Delivery Group will focus on early identification of neglect and multi-agency coordination is key in reducing harm. The elevation of the Neglect Group to a Delivery Group reporting directly to the RSCP Executive Group raises the profile of this issue in Rotherham and brings it in line with its status in other Authority partnership arrangements.

2.6.2 The Neglect Delivery Group will develop an action plan to deliver the Strategy and monitor the impact. The group are further developing the scorecard in line with other delivery groups for a more sophisticated yet simpler way of observing the issue and scale, themes, and impact of intervention. The training package will receive a greater focus to ensure staff are skilled in identification, assessment and activity required to address the concerns.

2.6.3 The Strategy is reflective of the partnership arrangements in Rotherham and demonstrates the continued commitment to listening to the voice and lived experience of children and young people. The Strategy and Neglect Group will use the feedback to focus and develop services. There remains a focus on community engagement and partnerships with families, parents and carers and children and young people in the Strategy that will be a key priority for its duration.

2.6.4 It is proposed the delivery plan for the Strategy will be developed with key milestones for each of the objectives, and outcome measures identified. Progress against this will be owned by the Neglect Delivery Group and reported to the RSCP.

2.6.5 Annual review of the delivery plan will be undertaken, and the plan updated each year as a result, to reflect progress and focus. This will also feature in the RSCP annual report.

3. Options considered and recommended proposal

3.1 Cabinet is asked to endorse the Neglect Strategy 2024-2026. Endorsement of the Strategy 2024- 2026 will ensure the Council has set out its commitment in line with its duty to ensure that there is safeguarding arrangements in place for all children and specifically those at risk of Neglect.

3.2 Cabinet is asked to approve the Local Authority involvement in the development and implementation of the Strategy Delivery Plan and the oversight of progress by; the Neglect Delivery Group, Rotherham Safeguarding Children's Partnership (RSCP) and the Rotherham Metropolitan Borough Council (RMBC) Improving Lives Select Commission (ILSC).

3.3 The alternative option is not to endorse the Strategy. This is not recommended as the Strategy is a co-produced multi-agency document that incorporates the delivery and governance for a range of key national and local programmes designed to improve outcomes and the quality of life for children, young people, and families in the Borough.

4. Consultation on proposal

4.1 The development of the revised Strategy has involved collaborative working across Rotherham, including Neglect Delivery Group, Rotherham Safeguarding Children Partnership, Wider Partnership Group, children and young people and their families, Commissioning, Performance, Legal Services and Finance.

4.2 At a development day in June 2023 the Neglect Group considered the progress of the previous Strategy, this then laid the foundations for the 2024- 2026 Strategy.

5. Timetable and Accountability for Implementing this Decision

5.1 The current Strategy came to an end in 2023.

5.2 The new strategy will cover the period 2024 – 2026.

5.3 Progress against the delivery plan and review of objectives will be undertaken annually by Rotherham Safeguarding Children's Partnership.

5.4 An Annual Report will be presented to RSCP Executive Group and to Improving Lives Select Commission via the RSCP annual report for scrutiny.

6. Financial and Procurement Advice and Implications

6.1 There are no financial implications arising from the strategy.

6.2 Where there is a need for the Council to commission services from third party organisations to deliver the Strategy, this must be done in compliance with the Council's own Financial and Procurement Procedure Rules and the Public Contracts Regulations 2015. Early consideration needs to be given in the development of any commissioned services to ensure the chosen delivery vehicle includes the flexibility to meet the requirements of the Strategy.

7. Legal Advice and Implications

7.1 There are no legal implications arising from the review of the Strategy.

8. Human Resources Advice and Implications

8.1 No direct HR implications within this report.

9. Implications for Children and Young People and Vulnerable Adults

9.1 Implications to vulnerable children and young people are covered within the Report and Strategy and appendices.

10. Equalities and Human Rights Advice and Implications

10.1 Equality and human rights are considered within the strategy.

11. Implications for CO_2 Emissions and Climate Change

11.1 N/A

12. Implications for Partners

12.1 Implications for partners are reflected in the Strategy.

13. Risks and Mitigation

13.1 These are referred to in the strategy and associated delivery plan.

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	**Date**
Chief Executive	Sharon Kemp	08/01/2024
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	03/01/2024
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	03/01/2024

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This report is published on the Council's website.

Rotherham Safeguarding Children Partnership

Neglect Strategy 2024-2026



Foreword

It is a great pleasure to not only contribute to the Rotherham Safeguarding Children Partnership (RSCP) Neglect Strategy for the period of 2024 to 2026, but also to be the independent scrutineer of the partnership, who will monitor and challenge performance against the aims and objectives of the strategy for the coming years.

Everyone in the community of Rotherham has a responsibility to identify children when there are concerns that neglect might be occurring and communities can play an important role in preventing neglect alongside universal service providers, charitable organisations and the Rotherham Partnership. We need to support our communities to know what to look out for and to understand what thriving and healthy child development looks like, and a key aim of the strategy is to ensure the partners in Rotherham work together to achieve this outcome.

Neglect has been a priority for the partnership for the last 3 years, but we recognise that we need to do more to improve outcomes and a Neglect Delivery Group made up of key partners has been launched to drive the work of this strategy forward, and report to the executive and provide reassurances that delivery is being effective.

The overall purpose of our strategy is to prevent and reduce the incidence of neglect within Rotherham, and to reduce the impact on children that are experiencing neglect, enabling children and families to thrive. Neglect has been identified as a priority because of the lifelong impact that it has on life chances for children and young people.

Neglect currently accounts for 40% of Rotherham's Child Protection Plans, second only to emotional abuse which accounts for 51%. This strategy will help drive these figures down and tackle neglect at the earliest opportunity, reducing the life impact and preventing the situation deteriorating.

Darren Downs (Independent Chair & Scrutineer)



Children & Young People's voices are at the heart of our what we do. They tell us..



We have created this strategy for..

- Every child and young person living in and being cared for in Rotherham
- Parents, carers, family members
- Members of the community
- Child-minders, day-care providers, nurseries, primary and secondary schools, academies, sports & social clubs and further educations colleges
- Midwives, community paediatrics and accident and emergency
- Health visitors, school nurses and GP's
- Child and Adolescent Mental Health Services (CAMHS)
- Adult services, mental health, substance use
- Staff working in youth and community settings
- Police, fire and rescue services and ambulance service
- All partnership employees, early help providers and family hubs
- Voluntary sector providers
- Council colleagues in refuge collection and housing



In Rotherham we will ensure that everyone who works with children and families understands their role in providing early help and the identification of neglect. We will promote accountability so that professionals take responsibility to build relationships with children and their families to provide direct support and not just routinely signpost to other services. We need to work together to pool our skills, knowledge and resources to achieve the best we can for the children and young people of Rotherham, whilst ensuring that professionals receive quality supervision, strong management oversight of their work and support that enables them to do their job well. We also need to be confident to challenge one another when we think we are not getting it right for the child, and will create a culture of high challenge, high support to ensure this happens.

Our Aim is that:

Rotherham will be a place where children feel safe and are safe. This strategy outlines our commitment to prevent children and young people from experiencing neglect and to intervene at the earliest possible stage to tackle its causes and reduce the impact on children when it happens. We recognise that children and young people have a right to live in an environment where they are loved, feel valued and are cared for so that they can reach their potential and have aspiration. Too many children and young people have childhoods that are damaged by neglect, very often because parents are facing problems that they struggle to deal with and often cannot solve alone. We believe in Rotherham that neglect can be prevented and that we can intervene before these concerns become a problem. This strategy will support our partners to identify and assess the extent of neglect, and support children and families with help as soon as concerns emerge. In order to do this we will ensure that:

- **Families living in Rotherham and the people that work here will know more about how to recognise Neglect and will have access to information about how to address this and report concerns to the appropriate agencies.**
- **Those working directly with children and families will be supported by excellent training, guidance and high quality support and oversight from managers and leaders.**
- **There will be a culture of high challenge and high support in ensuring everyone delivers what is expected and reduce the impact of neglect for our children and families**
- **There will be high expectations for the children in Rotherham, where concerns are addressed quickly so that the impact of neglect on a child is reduced and as far as possible children can be supported to live happy and healthy lives within their family.**

Defining Neglect:

Department for Education: Working together to safeguard children. 2018 states:

In England, neglect is defined as the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. The definition of Neglect is broad and to help identification, the NSPCC breaks this down into 4 broad types:

Physical Neglect	A child's basic needs are not met, including food, clothing, or shelter. They may not be supervised or kept safe.
Medical Neglect	A child may not receive the medical care needed. This can include delaying seeking treatment, failure to attend appointments, or not administering the medication required.
Emotional Neglect	A child doesn't get the nurture and stimulation they needs. This could be through ignoring, humiliating, intimidating or isolating them.
Educational Neglect	A parent/carer fails to provide an education. This may include failing to comply with requirements for school attendance

"In simple terms, neglect is the child or young person not getting what they need, for example not seeing a doctor when needed, not having enough to eat or warm clothes in winter. It may include not being protected from dangerous situations including domestic abuse and violence. " (NSPCC)

Living with neglect can be lonely, isolating. **"Neglect can erode a child's resilience, value and sense of worth."** Professor Olive Stevenson (2004)

NSPCC estimates 1 in 10 children are affected by Neglect





Who is at risk?

A child of any age can suffer neglect. But some children and young people are more at risk than others. These include children who:

- are born prematurely
- have a disability
- have complex health needs
- have alternate care arrangements, such as living with extended family members
- are seeking asylum.

Other problems and life circumstances can make it harder for parents and carers to meet their child's needs, and when one or more of these issues occur, it can put a child at greater risk of neglect. A recent evidence review reports a number of social and environmental factors that are associated with neglect. These include:

Poverty: Child neglect is more often associated with poverty than other forms of child abuse, although it must be noted clearly that the majority of poor families do not neglect their children. Poverty can lead to social isolation, feelings of stigma, and high levels of stress. Pervasive stress can make it difficult for parents to cope with the psychological, physical and material demands of parenting.

In Rotherham, our partnership will work to ensure that colleagues have information about how best to support those families in our area that are struggling to make ends meet.

• Poor living conditions: Neglect is often associated with having poor living conditions. Poor living conditions include: an unsafe home, such as hoarding, holes in the floor, broken windows, exposed wires, leaky roof, infestation of rodents/insects, fixtures and appliances that are broken or not working, overcrowding, instability such as frequent moves, homelessness and short stays with friends/family. It is important to bear in mind, however, that emotional neglect also occurs in households with good living conditions but where parents are physically and emotionally unresponsive.

Our staff will be well trained in assessment techniques which support them to recognise these issues and make plans to deal with them in order t reduce the risk to children

• Social isolation: Parents who neglect their children have, or perceive themselves to have, fewer individuals in their social networks and to receive less support than other parents. This may exacerbate other parental vulnerabilities.

Our approach is to have an unwavering commitment to assisting families to establish supportive networks, so that isolation is reduced and families have access to preventative and informal help.

• Men: Most of the evidence around neglect relates to mothers rather than fathers. Men can be a source of risk and a source of protection to children they are raising. Fathers can be overlooked in the assessment process in child protection.

We will monitor and audit practice to ensure that the risk and protection offered by men is adequately assessed and addressed in our work.

The effects of neglect on children:

Neglect changes childhood. Children who have been neglected might experience short-term and long-term effects, and the impact can have life-long consequences if not identified early and support put in place. These can include:

- Problems with brain development and emotional regulation
- Increased risk taking, like running away from home, using drugs and alcohol or breaking the law
- Getting into dangerous relationships
- Difficulty with relationships later in life, including with their own children
- A higher chance of having mental health problems, including depression and self-harm
- Poor dental and physical health, including serious and life threatening conditions
- Poor educational attainment and outcomes impacting on life chances

The level of risk and impact varies from one child to another, but there can be occasions when the level of neglect is so high that the consequences can be life threatening or life changing.

What does it currently look like in Rotherham?

- In 2019/20 out of 24,007 contacts to Childrens services, 3,764 were in relation to Neglect (15.6%)
- In 2020/21 out of 20,001 contacts to Childrens Services, 3,296 were for Neglect (16.4%)
- In 2022-23, there were 4,249 Assessments completed with Neglect being identified as the key issues for 669 children. This is 15% of all assessments completed in that period.
- Between April 2022 and March 2023, 335 Child Protection Plans were made due to neglect, accounting for 30% of all Child Protection Plans.
- Based on research from End of Child poverty 34.6% of children were reported to be living in poverty in 2020. We know that poverty does not always equate to neglect but can be a factor that increases the risk of neglect.





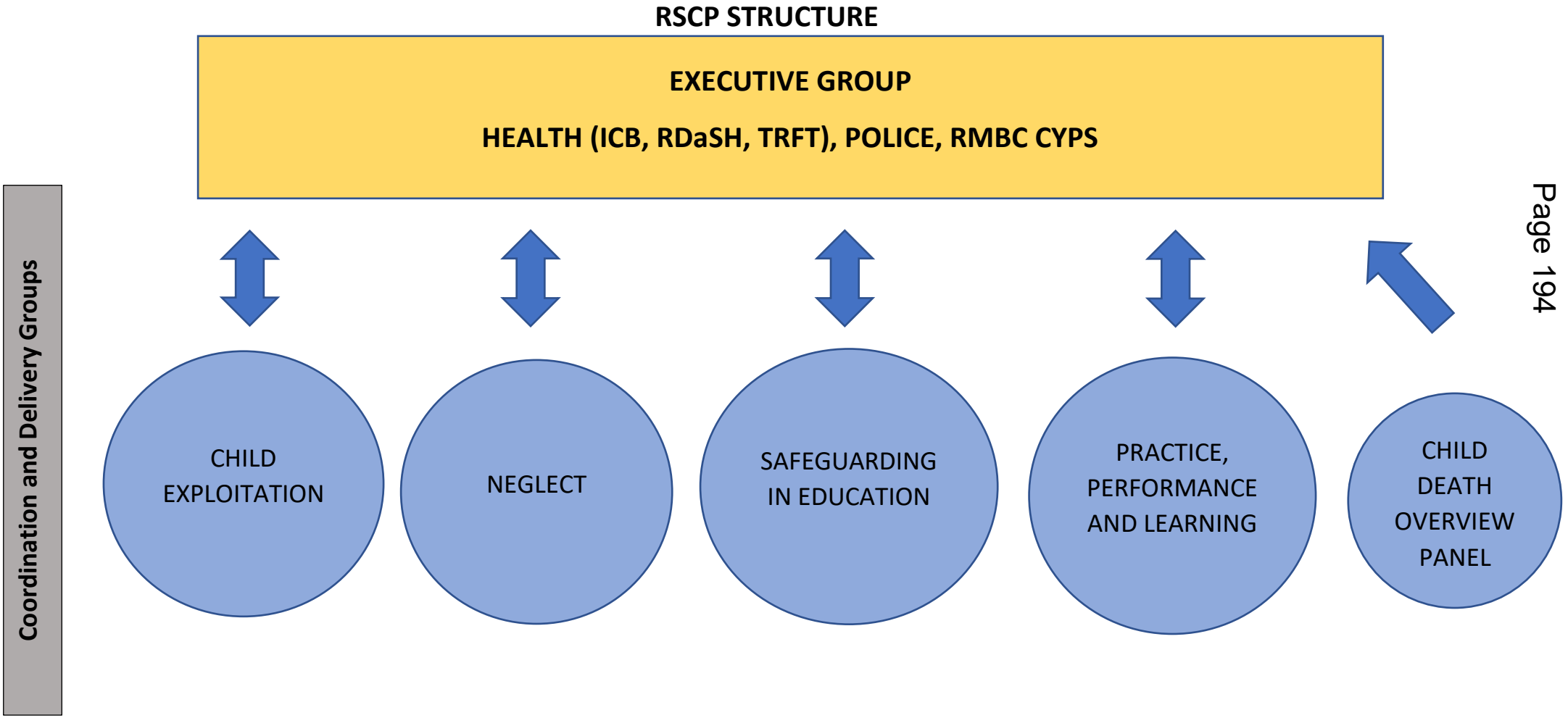
How will the Rotherham Safeguarding Children's Partnership Approach Neglect?

"All Partners are committed to working together in a coordinated way to eliminate neglect and help children and families thrive."



The Neglect Delivery Group has been created by the Partnership in order to raise the profile of neglect in Rotherham and to ensure accountability by all partners for delivery against the aims and objectives of the strategy. The delivery group will report directly to the Partnership Executive and the Independent Scrutineer who will challenge delivery against the strategy and that outcomes are being achieved that benefit children and their families. This will be done through a comprehensive scorecard that monitors key areas of performance, such as quality of interventions, numbers of referrals, training delivery, resourcing and the level of understanding and engagement with communities. The neglect Delivery Group Chair will attend the Executive Group alongside colleagues from the other delivery groups to ensure cross-pollination of all activity and that they are all working collectively to reduce neglect and its impact.

The executive will also work with other key statutory boards such as the Safeguarding Adults Board and Safer Rotherham Partnership and ensure that work is fully joined up and collaborative for our communities.



Recognising, Assessing and Responding to Neglect

Identifying neglect and determining whether statutory thresholds for action have been reached can present real challenges.

The following characteristics of neglect may make it harder for professionals to recognise that a threshold for action has been reached:

- The chronic nature of this form of maltreatment can mean that professionals become accustomed to how a child is presenting and fail to question a lack of progress or be professional curious.
- Unlike physical abuse, for example, the experience of neglect rarely produces a crisis that demands immediate action, making it difficult to evidence that the threshold is met at a specific point in time.
- Neglect can in some cases be challenging to identify because of the need to look beyond individual parenting episodes and consider the persistence, frequency or pervasiveness of parenting behaviours, which may make them harmful and abusive.
- Practitioners may be reluctant or lack confidence to make judgements about patterns of parental behaviour, particularly when these are deemed to be culturally embedded or associated with social disadvantages such as poverty or when the parent is a victim in their own right.
- The child may not experience neglect in isolation, but alongside other forms of abuse.

In Rotherham, we have adopted the use of the NSPCC 'Graded Care Profile 2' (GCP2). The GCP2 is a tool designed to help practitioners take a strengths-based approach to measure the quality of care a child is receiving, thus supporting them to identify neglect. An assessment may be carried out using the GCP2 for many reasons, including to inform decisions about the next steps of a child's case or to identify the additional support needs of families.

Research carried out by the NSPCC concluded that the GCP2 had a positive impact in

- Bringing about positive change for families
- Supporting practitioners to make informed decisions
- Targeting the area of greatest need and promoting that change
- Supporting the relationship between the practitioner and parents/carer

Other partnership initiatives include the use of the 'SHAREDD' tool by South Yorkshire Police, this tool supports responding officers to recognise signs of neglect and therefore screen referrals to the appropriate agency for additional support and intervention.

This strategy will support, guide, and monitor the implementation of such assessment tools in order to maximise the multi-agency response to neglect at the earliest opportunity, therefore reducing the harmful impact to Rotherham's children.

How will we measure our impact:

The impact against the work will be measured and monitored by the Partnership executive and through the independent scrutineer. Progress will be assessed on a bi-monthly basis through a performance scorecard and by audits and appropriate challenge. The three key areas that will be subject to scrutiny are identified below:

1. Understand

We will support and guide families, communities, and professionals in this challenging area of practice, by increasing engagement, awareness and understanding of neglect. This will be done through high quality and targeted awareness engagement and training that will be available to all that this strategy is for. This will ensure neglect is responded to confidently, competently, swiftly and effectively.

We will ensure that neglect training and development programmes are responsive to learning from research of local, regional, national serious case reviews and case audits by working with colleagues from across the country and teaching partnerships.

We will have safe systems in place to ensure early identification and the meeting of needs at the point of concerns being raised.

We will have a comprehensive scorecard that identifies and tracks key performance metrics and identifies areas additional scrutiny and focus, along with areas of good practice and success. This will be used to inform our audit processes for additional reassurance and scrutiny.

We will work to ensure that we provide the means for children to have a voice and influence so they can let us know what life is like for them, and how we can continue to improve and deliver for them. Their voice is essential to improving our services and we will listen and address the feedback.

2. Reduce

We will work with families in a manner which ensures that they are given every opportunity to effect change, ensuring that the child's needs remain paramount. We will monitor and evaluate the effectiveness and impact of assessments, interventions and family plans, ensuring we are getting it right for children and that we are mindful of the impact of diversity and issues of intersectionality.

We will analyse and interrogate partnership data to enhance our understanding of the local picture and the improvements and challenges ahead.

We will promote effective intervention at the earliest opportunity in order to minimise the impact on the child and to ensure, as far as possible, that children grow up safely within their family.

We will ensure that the training received across the partnership is relevant, effective and accessible by all, and monitor that the attendance and impact of the training is delivering what we expect.

We will ensure a culture of high challenge and high support is seen throughout the partnership, and that all involved are able to confidently challenge delivery and escalate appropriately if required.

3. Prevent

We will analyse our information in order to demonstrate the effectiveness of this strategy in making a difference to the children of Rotherham.

We will monitor performance to ensure that our work is reducing the impact and levels of neglect within our communities. This will be supported by high quality training, and robust analysis by the Practice, Performance and Learning delivery group

We will all take responsibility for our role in this strategy, and support a culture of shared accountability and transparency, where partnership and trust is developed.

We will prevent the neglect experienced by children throughout Rotherham by having safe systems that are responsive, effective and accountable across the partnership.

Finally, Be Curious and Act Against Child Neglect

In Rotherham, we want to encourage and support professionals and members of our community to spot the signs of neglect…Neglected children may:

- Experience hunger or a dirty appearance, physical weight loss and missed appointments
- Be without adequate clothing, e.g. no coat in winter
- Be living in dangerous conditions, e.g. drugs/significant alcohol in the home, poor home safety measures, the home may be unhygienic
- Be aggressive, withdrawn or may self harm
- Talk about homelife without warmth or detail, there may be many caregivers or an uncertain pattern of carers

This is everyone's responsibility, and we need to work collectively to reduce Neglect. Make sure you do your bit.



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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: Neglect Strategy 2023-2026	
Directorate: Children and Young People's Services	**Service area: Safeguarding**
Lead person: Laura Gough	**Contact number:** 07920037934
Is this a: [x] **Strategy / Policy** [ ] **Service / Function** [ ] **Other** **If other, please specify**	

2. Please provide a brief description of what you are screening
The Neglect Strategy 2023-2026 describes the responsibility of agencies to work together and safeguard children under Working together 2018. Please provide a summary of all impacts and mitigation/monitoring measures: The Neglect Strategy 2023-2028 is aligned to legislation Working Together 2018, and Children Act 1989 and 2004, which provide the framework for safeguarding children. The strategy describes the local authority's responsibility to promote inter-agency partnership working to improve the welfare of all children under section 10 of the Children Act 2004.

The Neglect Strategy is owned by the Rotherham Safeguarding Children Partnership, is driven by the Neglect Delivery Group. The Child Exploitation Strategy 2023-2028 builds on the strong foundations and established partnership arrangements in place from the previous Neglect strategy and local safeguarding arrangements in Rotherham. The Neglect Delivery Group will drive the implementation of the work plan reporting to the Rotherham Safeguarding Children Partnership, and other governance arrangements as required.

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? *(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)*	x	
Could the proposal affect service users? *(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)*	x	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? *(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)*	x	
Have there been or likely to be any public concerns regarding the proposal? *(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)*	x	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? *(If the answer is yes you may wish to seek advice from commissioning or procurement)*	x	
Could the proposal affect the Council's workforce or employment practices? *(If the answer is yes you may wish to seek advice from your HR business partner)*	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?**

There are approximately 5,300 children open to children's service, from Early Help, Child in Need, Child Protection, Children in Our Care and Care Leavers. (as at October 2023). 151, 40% of children subject to children protection plans are due to concerns of Neglect.

No. of Children Subject to Child Protection Plans Neglect	Average Age	Gender Breakdown
151	**6.2**	**46.4% Male 47.7% Female**

To inform the Neglect Strategy a consultation and engagement activity with partners was undertaken. The development of the Strategy has involved collaborative working across Rotherham's key stakeholders:

- A stake holder event held on the 6th September 2023 and included representatives from RMBC, SY Police, NHS and wider Health colleagues, Probation, Youth Justice Service, Voluntary consortium, Community Safety.
- It has been presented to the Neglect delivery group.
- It has been presented to the RSCP
- RSPC delivery Groups

We understand that the strategy needs to reflect the communities that it serves.

Where concerns of Neglect are identified, information regarding protected characteristics

are captured in Early Help Assessment, The Neglect Graded Care Profile and social Care Children and Families Assessment form. This information informs the plan of support that is coproduced with the family members and the child / young person where applicable.

Translation services are utilised as are a range of bespoke provision including specific targeted support groups for LGBT young people, BAME young people, Girls and young women, faith-based groups.

- **Key findings**

Rotherham's Neglect Offer supports some of the most vulnerable children, young people and families in Rotherham.

The Strategy 2023-2026 is a partnership approach to raising awareness, coordinating partnership response, training, identification, prevention and safeguarding, and support for children and young people.

It aims to ensure communities, and services, both voluntary and statutory are empowered through information sharing and training to spot the signs of Neglect and are equipped with knowledge what to do when they have concerns about the neglect of children.

The Strategy aims to build on the solid partnership foundations, and support agencies in working together to safeguard children.

- **Actions**

Further Equality Impact Analysis will be completed as required as part of the delivery associated with the Strategy.

A range of approaches will be used to ensure that children, young people and families play a key part in the evaluation of the strategy.

The development of the strategy has been undertaken with children and young people and their families in mind, and in conjunction with frontline staff, partner agencies and the voluntary sector alongside using information from children in what works well.

Date to scope and plan your Equality Analysis:	Completed
Date to complete your Equality Analysis:	March 2024
Lead person for your Equality Analysis (Include name and job title):	Laura Gough, Head of Service, Safeguarding, Quality and Learning

5. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening:		
Name	**Job title**	**Date**
Nicola Curley	Strategic Director for Childrens Services	October 2023

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	31 October 2023
Report title and date	Neglect Strategy 2023-2026
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	November 2023
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

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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: Neglect Strategy 2023 -2026	
Date of Equality Analysis (EA): 31 October 2023	
Directorate: **CYPS**	**Service area:** **Safeguarding**
Lead Manager: **Laura Gough**	**Contact number:** **07920037934**
Is this a: [x] **Strategy / Policy** [ ] **Service / Function** [ ] **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)**
Jo Hattan	LA CYPS	Senior safeguarding Officer for Children in care (IRO) CYPS
Jo McCartan	LA CYPS	service manager for CP CYPS
Lee Durrant	LA CYPS	Service Manager for the RSCP business unit.

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, other groups or stakeholder/s e.g., service users, employees, partners, members, suppliers etc.)

It is important to note that in preparation for the development of strategy, an 'awayday' for the Neglect delivery Group took place, where equality and diversity was considered in detail and did inform the strategy.

Furthermore, as part of the Section 11, equality and diversity was reported on, and evidence provided in 2022 and which is still relevant.

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

There is quality information that is already used to shape priorities and deliver existing services across the Local Authority, health and education sectors.

A work plan will sit alongside the strategy with includes the capturing of date, including diversity and equality, and feedback form different children and groups which will continue to be used to monitor, scrutinise and inform the plan. This work plan is owned and delivered on by the Neglect Delivery group, a multi-agency group offering cross partnership challenge and co working.

Equality information is available through existing delivery in the following ways:
Regular monitoring and oversight through the Neglect Delivery group.
Performance Practice and Learning
CYPS performance reporting – Scorecards and Dashboards
Audit and QA activity
DfE
Department for Health & Social Care
Ofsted
Staff and SW Health Check 2023

Are there any gaps in the information that you are aware of? Not that we are currently aware of, we have rich cross organisational data. However, we will be working on a Neglect specific score card to hold data n one place for analysis.
What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? The Neglect Delivery group provides oversight of the strategy implementation and impact. The governance arrangements (RSCP) will provide accountability through monitor and oversee performance. Existing data and established methodology across the children's workforce will continue to be used to monitor impact on those groups with protected characteristics. As part of current practice, the voice of children and families is sought through audit activity, and a variety of voice groups. The ongoing training via RSCP includes working with vulnerable children and young people and those with protected characteristics.

Engagement undertaken with customers. (date and group(s) consulted and key findings)	June 2023: Neglect Delivery group (including colleges from the partnership and voluntary sector) October 2023: Early Help
Engagement undertaken with staff (date and group(s)consulted and key findings)	June 23: Multi Agency Workshop with key agencies in attendance. This included front line provides, voluntary sector managers and leaders.

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) Service delivery is regulated by a range of legislation (the Children Act (1989, 2004) Working Together to Safeguard Children 2018, Working Together to Improve School Attendance (2022). Services work in an inclusive way, utilising restorative practice and will continue to work within these parameters. The strategy follows a well-used evidenced and methodology of supporting organisation to understand the complexity of Neglect and follows the Neglect Graded Care Profile methodology for assessing Neglect.

Does your Policy/Service present any problems or barriers to communities or Groups? No barriers identified, the Neglect strategy focuses equipping the workforce to safeguard children and young people. Through intelligence reporting systems we can track themes and identify emerging themes. The Neglect Delivery Group is a multi-agency partnership group that promotes co-working and shared strategy. Good effective communication is the key to the success of this group.
Does the Service/Policy provide any positive impact/s including improvements or remove barriers? There is evidence that the service provided under the previous strategy has made a positive impact for children and young people. The new strategy builds upon this, and elevates the Neglect sub-group to Neglect Delivery Group, reporting to the RSCP exec group and having the same status as other delivery groups. There are no plans to reduce or scale down existing provision.
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 Neglect strategy provision is for all children and young people and does not differentiate between different groups.

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: Neglect Strategy
Directorate and service area: CYPS 9RSCP)
Lead Manager: Laura Gough
Summary of findings:
The Equality Impact Analysis assures that there is no change to existing provision for children and families in Rotherham. Rather, the strategy and provision will continue to address issues of CE across Rotherham and continue to provide the framework for which agencies work together to safeguard children and young people.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Complete and submit CE strategy	A, D, S, RE, RoB, PM C, O Youth	October 2023
Cabinet Paper	As above	November 2023
Work plan presented to CEDG	As above	October 2023

***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
Laura Gough	Head of Service Safeguarding	October 2023
Nicola Curley	Director of Children's Services	
Cllr Cusworth	Lead Member Children's Services	

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	October 2023
Report title and date	Neglect strategy
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 (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

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- 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

Appendix 3

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	No impact on emissions.			
Emissions from transport?	N/A	No impact on emissions.			
Emissions from waste, or the quantity of waste itself?	N/A	No impact on emissions.		.	
Emissions from housing and domestic buildings?	N/A	No impact on emissions.			
Emissions from construction and/or development?	N/A	No impact on emissions.			
Carbon capture (e.g. through trees)?	N/A	Not planned.			

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: The Neglect Strategy 2023-2026 is aligned to legislation Working Together 2018, and Children Act 1989 and 2004, which provide the framework for safeguarding children. The strategy describes the local authority's responsibility to promote inter-agency partnership working to improve the welfare of all children under section 10 of the Children Act 2004. The Neglect Strategy is owned by the Rotherham Safeguarding Children Partnership, is driven by the Neglect Delivery Group. Updates of the work plan are provided through these governance arrangements.

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

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Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet – 22 January 2024

Report Title
November Financial Monitoring 2023/24

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

Strategic Director Approving Submission of the Report
Judith Badger, Strategic Director of Finance and Customer Services

Report Author(s)
Rob Mahon, Assistant Director – Financial Services
01709 254518 or rob.mahon@rotherham.gov.uk

Ward(s) Affected
Borough-Wide

Report Summary
The report sets out the financial position as at the end of November 2023 and forecast for the remainder of the financial year, based on actual costs and income for the first eight months of 2023/24. Financial performance is a key element within the assessment of the Council's overall performance framework and is essential to achievement of the objectives within the Council's policy agenda. To that end, this is the fourth financial monitoring report of a series of reports for the current financial year which will continue to be brought forward to Cabinet on a regular basis.

As at November 2023, the Council Directorates currently estimates an overspend of £9.6m for the financial year 2023/24. This is largely due to demand led pressures on Children's residential placements and home to school transport as well as the impact of inflationary pressures in the economy, particularly on food prices, and the legacy impact of lockdown restrictions on some directorate's services, especially in R&E.

However, this is offset by a £5m corporate budget risk contingency held within Central Services, approved within the Council's Budget and Council Tax Report 2023/24. In addition, the Council is now able to report further savings from the Council's Treasury Management Strategy of £3.5m, taken together, this £8.5m reported underspend in Central Services, reduces the Council's overall forecast outturn to a £1.1m overspend.

It is important that the service areas which are overspending continue to take firm action to reduce their level of overspend as much as possible in order to bring the

Council's position back on track and ensure sustainability within the Council's Budget and Medium Term Financial Strategy.

The current economic climate remains turbulent, with challenges in projecting where inflation will move and the pace at which it moves. At present inflation is slowing although there are variances below the headline rate: food prices are starting to fall while petrol and diesel prices are increasing. The overall reduction will help support the Council's Budget for 2023/24 but the position will be closely monitored.

There remains funding uncertainty for the local government sector beyond 2023/24 and 2024/25 as the Local Government Financial Settlement has been only a one-year allocation for both these years. The Council will continue to face significant challenges moving forwards in regards to the funding of social care. This is perhaps best illustrated by the volume of Local Authorities across the UK that have recently hit difficult times with a number having to issue S114 notices.

Although inflation appears to be easing, the Local Government Association (LGA) Pay Award has been agreed and the full financial impact is £4m greater than was assumed within the Budget for 2023/24. However, the majority of this is covered by the in-year savings within Treasury Management.

Recommendations

That Cabinet:

1. Note the current General Fund Revenue Budget forecast overspend of £1.1m.

2. Note that actions will continue to be taken to reduce the overspend position but that it is possible that the Council will need to draw on its reserves to balance the 2023/24 financial position.

List of Appendices Included
Appendix 1 Equalities Impact Assessment
Appendix 2 Carbon Impact Assessment

Background Papers
Budget and Council Tax 2023/24 Report to Council on 2nd March 2023
May Financial Monitoring 2023-24 Report to Cabinet on 10th July 2023
July Financial Monitoring 2023-24 Report to Cabinet on 18th September 2023
September Financial Monitoring 2023-24 Report to Cabinet on 20th November 2023

Consideration by any other Council Committee, Scrutiny or Advisory Panel
No

Council Approval Required
No

Exempt from the Press and Public
No

November Financial Monitoring 2023/24

1. Background

1.1 As part of its performance and control framework the Council is required to produce regular and timely reports for the Strategic Leadership Team and Cabinet to keep them informed of financial performance so that, where necessary, actions can be agreed and implemented to bring expenditure in line with the approved budget for the financial year.

1.2 Delivery of the Council's Revenue Budget, Medium Term Financial Strategy (MTFS) and Capital Programme within the parameters agreed by Council is essential if the Council's objectives are to be achieved. Financial performance is a key element within the assessment of the Council's overall performance framework.

1.3 This report is the fourth in a series of financial monitoring reports to Cabinet for 2023/24, setting out the projected year end revenue budget financial position in light of actual costs and income for the first eight months of the financial year.

2. Key Issues

2.1 Table 1 below shows, by directorate, the summary forecast revenue outturn position.

Table 1: Forecast Revenue Outturn 2023/24 as at November 2023

Directorate	Budget 2023/24	Forecast Outturn 2023/24	Forecast Variance over/under (-)
	£m	£m	£m
Children and Young People's Services	67.0	71.4	4.4
Adult Care, Housing & Public Health	119.8	120.8	1.0
Regeneration and Environment Services	53.9	58.4	4.5
Finance and Customer Services	21.3	21.2	-0.1
Assistant Chief Executive	7.4	7.2	-0.2
Central Services	32.8	24.4	-8.5
Directorate Forecast Outturn	**302.2**	**303.4**	**1.1**
Dedicated Schools Grant			-4.2
Housing Revenue Account (HRA)			-4.4

2.2 The Council's overspend position at this point is largely due to the following overall issues:

- Placement pressures within Children and Young People's Services and Adults Social Care.
- Home to School Transport pressures within Regeneration and Environment and Children and Young People's Services.
- Pressures relating to the longer term recovery from Covid-19 on income generation within Regeneration and Environment.
- Inflationary costs impacting the cost of food in Schools Catering and contractual and provider inflation impacting Children and Young People's Services.
- Increased costs of homelessness due to increased demand.
- Increased property costs within Regeneration and Environment.

2.3 As at November 2023, the Council currently estimates a net overspend of £1.1m for the financial year 2023/24. Whilst the core directorates services have a forecast year end overspend of £9.6m on the General Fund this is offset by the £5m corporate budget risk contingency within Central Services and £3.5m savings from the Treasury Management function. It is important that the service areas which are overspending take firm action to reduce their level of overspend as much as possible in order to bring the Council's position back on track.

2.4 However, there are pressures within Central Services as a result of inflation and the Local Government Association (LGA) Pay Award. This pressure is being mitigated through the Council's Medium Term Financial Strategy which did have reasonable cover for inflationary impacts. The Council's current forecast includes the impact of the LGA pay award, which is estimated to be £4m above the position built into the Council's Budget for 2023/24 and will be funded during 2023/24 through temporary savings from Treasury Management factored into Central Services. The ongoing impact will be factored into the Council's Medium Term Financial Strategy.

2.5 It is currently expected that the period of high inflation will last for a further 12 months before returning to a more normal level but the cost increases being experienced will raise the base cost of services on which future inflation is applied meaning a compounding impact. As such, the Council will face short term financial pressures that will need to be managed and mitigated through the Medium Term Financial Strategy and the Council's reserves.

2.6 The forecast position will continue to be monitored closely and mitigations identified to improve the position, though it is possible that the Council will need to call on reserves to achieve a balanced outturn. In order to mitigate against the use of reserves the Council will need to ensure that mitigating actions are taken to reduce the current directorate forecast outturns along with ensuring that savings plans are delivered on time to mitigate any knock-on impact on future years Medium Term Financial Planning. There remains significant volatility at present in the economy that makes projecting forwards the impact of inflation

challenging, as such the Council will need to keep focus on assumptions based on these pressures.

2.7 At the start of 2022/23 the Council had £11.5m of previously agreed savings to deliver, that had been re-profiled across 2022/23 to 2024/25. Following delivery of £4.4m in 2022/23, the remaining £7.1m is to be delivered by the end of 2024/25. Table 2 below provides an update on the delivery of the remaining £7.1m which has to be delivered across 2023/24 (£4.4m) and a further £2.7m by the end of 2024/25. To date £1.618m has been secured against these remaining savings from savings in CYPS placements, management costs and R&E operational property budgets. Whilst placement costs have been reduced in CYPS, demand has increased and as such, CYPS is still reporting a pressure on placements. Further detail is provided in the Directorate position narrative.

Table 2: Previously agreed savings

Saving	To be delivered by end of 2023/24	Total to be delivered end of 2024/25	Secured as at 30th November 2023
	£000	£000	£000
CYPS	3,713	6,385	1,594
R&E	388	410	24
R&E Customer & Digital	300	300	64
Total Savings	**4,401**	**7,095**	**1,618**

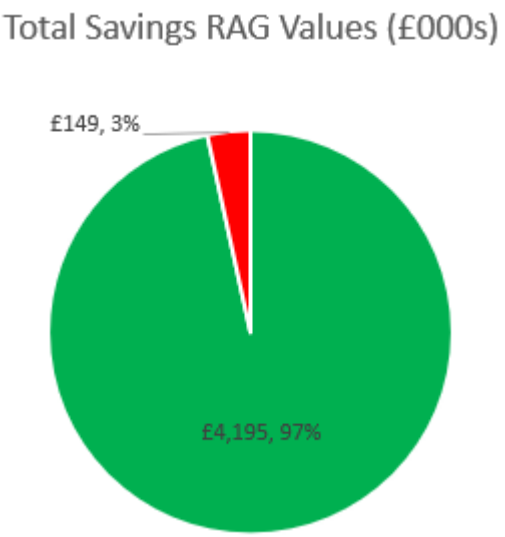
It is anticipated that Waleswood additional income savings will not be delivered during 2023/24, following assessment of the income forecasts now the main summer season has concluded. The operational buildings savings programme is progressing well with a number of opportunities identified. However, full delivery of these savings is unlikely in 2023/24 but should be secured in full for 2024/25 and the programme of reviews will continue so it is expected the saving will be overachieved. Customer and Digital savings have now been fully secured and allocated to services.

2.8 As part of the Budget and Council Tax Report 2023/24 a series of new temporary and permanent savings were approved. Table 3 shows the progress against these new savings which include a range of permanent and temporary savings with a total of £3.381m secured against 2023/24 total of £4.344m so far.

Table 3: New Savings agreed as part of the Budget and Council Tax 2023/24 report

Directorate	2023/24	2024/25	Secured as at 30th November 2023
Finance and Customer Services	308	238	362
Assistant Chief Executive	303	407	153
Children's and Young Peoples Services	1,348	1,059	1,348
Adult Care, Housing and Public Health	1,224	1,998	718
Regeneration and Environment	1,161	1,001	800
Total	**4,344**	**4,703**	**3,381**

A summary of these new savings RAG status is shown below.



2.9 The Council has continued to deliver the new savings. In total 97% of savings are rated Green and the majority (£3.4m) of 2023/24 savings have been delivered.

2.10 £149k of savings plans are deemed high risk. This is in respect of ACH&PH3 Housing Related Support. The proposed timescales for making the savings relating to ACH&PH3 Housing Related Support, whilst legally achievable, did not anticipate the current lack of options to place existing clients in alternative provision. The subsequent review has highlighted that other HRS providers have become deskilled at supporting this cohort of vulnerable adults.

2.11 This saving should be achievable over the longer term when the new mental health service options are fully in place and the flexible purchasing system for Housing Related Support (HRS) is completed. A Cabinet report on progress is scheduled for June 2024 which will include timescales and recommendations for the future of these two facilities. The Cabinet report will explore opportunities for any efficiencies that can be made from the HRS service at that time. It is expected that in the meantime this saving will be mitigated via additional NHS income in Adult Social Care.

2.12 The following sections provide further information regarding the Council's forecast outturn of £1.1m, the key reasons for forecast under or overspends within directorates and the progress of savings delivery.

2.13 Children and Young People Services Directorate (£4.4m) forecast overspend)

2.14 Children & Young People Services has a budget pressure of £4.4m at the end of November. The £500k favourable movement relates to use of Asylum Grant Funding that can be used to support the additional cost pressures as a result of Unaccompanied Asylum Seeker Children (USAC).

2.15 The main pressures relate to demands on children's placements (£5.0m), home to school transport (£1.2m), section 17 (£200k) and other minor variances £300k, offset by staff savings £350k and recovery plans £1.95m.

2.16 The Looked After Children placement numbers at the end of November 2023 are 511. This is 40 below the September 2023 budget profile (551). However, the placement mix is showing higher than projected placements at November in external residential (19), Remand (2), offset by in-house fostering (23), IFA (16), Supported Accommodation (9), in house residential (6) in house and external emergency (3) no cost placement (2), and parent & baby (2).

2.17 The LAC number of 511 includes 38 Unaccompanied Asylum Seeker Children which has risen from 14 in March 2022.

2.18 The direct employee budget is £41.5m and is a combination of general fund, traded and grant funded services. The forecast underspend at the end of the November 2023 financial year is £441k, which includes a general fund staffing underspend of £493k, £350k after removing staff savings still to be delivered as part of the £1.95m recovery plan.

2.19 A significant element of the CYPS non-pay budgets relates to placements which has a net budget of £36.2m with an outturn projected spend of £41.2m and a projected overspend of £5.0m. The £5.0m adverse projection relates in the main to a reduction in the estimated residential step downs in relation to residential placements £4.5m.

2.20 The Home to School Transport pressure of £1.1m reflects demands on transporting children in care £325k, those children in care placed out of Borough with EHC plans £335k and post 19 transport costs £450k. CYPS have operational

groups set up to review transport costs to ensure the most appropriate method of transport is in place.

2.21 Dedicated Schools Grant (DSG)

2.22 The High Needs Block (HNB) is £58.7m (including the £3.5m transfer from the schools block) and demand remains high due to rising numbers of children supported in specialist provision and the rising costs of Education Health Care (EHC) plans. The High Needs Budget is based on the DSG recovery plan and includes anticipated growth of EHC numbers, and the implementation of new developments linked to the SEND Sufficiency Strategy.

2.23 The central DSG reserve now stands at £5.927m deficit following receipt of £6.0m Safety Valve funding during 2022/23 and a £913k underspend across all DSG elements.

2.24 In 2023/24 the High Needs Block (HNB) budget is set to provide a £2.068m contribution to reserves in line with the management plan, but only after agreement of the 1.5% School Block funding transfer (£3.459m) and would have been a £1.391m in-year deficit without this funding. The High Needs budget position as at November 2023 shows an overspend of £815k (excluding Safety Valve funding) against a planned contribution to reserves of £2.0m.

2.25 The overall DSG deficit is forecast to reduce from £5.9m to £3.0m after taking into account the HNB transfer to reserves (£1.253m), Safety Valve funding (£2.0m), offset by use of reserves on other DSG blocks (£336k).

2.26 The key areas of focus to reduce High Needs Block spend are:

- A review of high cost, external education provision to reduce spend and avoid future external placements.
- Increase SEN resource provision in Rotherham linked to mainstream schools and academies, with further capacity becoming operational by the end of 2023/24.
- Make further cost efficiencies following implementation of the accessibility strategy.
- Work with schools and academies to maintain pupils in mainstream settings wherever possible.

2.27 Adult Care, Housing and Public Health (£1m forecast overspend)

2.28 The overall directorate forecast is £1m overspent. This is based on an expected £1m overspend in homelessness. Adults is showing a pressure of £2.1m but it is expected that these pressures can be mitigated across the financial year as has been the case in previous years. This will be closely monitored over the period.

2.29 Cost of care packages are forecast to be £2.3m overspent. Demand has increased across all types of care, but especially domiciliary care. However, in September the Council received £2m grant income from the Market Sustainability

Improvement Fund (MSIF). This will be maximised to increase capacity across the Directorate and has mitigated the demand pressure. Other grants will also be applied to bring down any overspend. The forecast assumes all current placements remain for the rest of the year although they may reduce. Transitions are forecast as underspent by £481k as actual costs are known.

2.30 Staffing budgets are forecast to be £253k over budget due to vacancies which have needed to be filled by agency placements that provide cover for the service and overtime payments for staff.

2.31 Neighbourhood Services (Housing) is forecast to overspend by £1.0m. Homelessness is expected to overspend by £1.0m after accounting for grant income. The numbers seeking support are stabilising but the forecast has built in a continued reduction in the use of hotels across the year. In November there were 61 households needing hotel accommodation. The cost of temporary accommodation is also expected to overspend as rental income is lower than budgeted. This will be partly offset by additional furnished homes income.

2.32 Public Health is forecast to underspend by £50k due to staff vacancies.

2.33 Regeneration and Environment Directorate (£4.5m forecast overspend)

2.34 The November outturn projection for the directorate indicates a forecast pressure of £4.5m for this financial year which is no change from the September position. The forecast reflects the impact of ongoing demographic pressures in Home to School Transport, the impact of inflationary pressures in the economy, particularly on food prices, rising property costs in Asset Management and the legacy impact of lockdown restrictions on some of the directorate's services. For example, the impact on income generation, particularly in Parking Services. The forecast outturn projection includes the following specific budget issues.

2.35 Community Safety and Street Scene (CSSS) is forecasting an overall pressure of £2.3m, an increase of £0.3m from September's reported position. The most significant pressure continues to be in respect of Home to School Transport where the forecast overspend has worsened by £200k to £2.4m, due to ongoing demographic pressures leading to an increase in the number of new eligible passengers and fewer contractors in the market leading to increased prices. To address the increased costs and demand a range of solutions are being explored to influence demand and maximise savings opportunities, using improved cost data analysis to support plans to implement lower cost routes.

2.36 Parking Services is forecasting a pressure of £360k. The longer term recovery post pandemic and the ongoing economic impact on town centre footfall has led to a reduction in income from parking charges. The shortfall in parking income is offset by savings from car park rates revaluations of £200k and income over-recovery of £410k in Streetworks and Enforcement Services.

2.37 Waste Management is currently forecasting a £43k underspend (£400k in September). The reduction in underspend is due to a lower than expected windfall payment from the Waste PFI contract due to reducing energy prices.

There has also been a further reduction in recycling income as recycling market prices are lower than forecast.

2.38 Culture Sport and Tourism (CST) is forecasting an overall pressure of £506k. There is a £235k pressure in Green Spaces mainly as a result of income pressures at Thrybergh Country Park and staffing pressures in the Trees and Woodland Service, resulting from the requirement to increase resources in the Service to deal with a backlog of maintenance issues. There is also a forecast overspend of £122k at Rother Valley Country Park primarily due to the poor summer weather impacting income generation and £117k at the Waleswood Caravan Park due to flooding in April that impacted on pitch availability, poor weather during the summer impacting on income generation, and an increase in food costs.

2.39 Planning, Regeneration and Transport (PRT) is forecasting an overall pressure of £1.8m which is an improvement of £0.4m since September. The major pressure is in School Meals of £1.3m, an improvement of £100k since September as inflationary pressure on food prices eases. The pressure in school meals is partially offset by additional contract income in building cleaning (£0.4m).

2.40 Asset Management is forecasting an overspend of £0.9m (down from £1.1m September). Pressures in Facilities Management include rising property costs, including repairs and maintenance and fixtures and fittings and an underachievement of external rental income. The timing of the achievement of property savings is under regular review and will be fed into future forecasts as key decisions are able to be taken, however for the current financial year this creates further pressures. It is anticipated that the property saving for 2023/24 will be delivered in full by the end of the financial year with a full year impact being seen for 2024/25.

2.41 A pressure of £264k is being reported in the RIDO service, largely due to a forecast shortfall on Markets income arising from the number of void stalls and the ongoing difficult trading conditions. However, grant income offsetting direct costs in other services in RIDO has helped to mitigate the Markets service pressure.

2.42 Finance and Customer Services (£0.1m underspend)

2.43 The position has improved from October due to vacancies and delayed recruitment to support the Council's wider position.

2.44 Within Customer, Information and Digital Services, the service continues to generate cost reductions on the renewal or removal of ICT contracts, which has delivered a budget saving this year. The service has also incurred difficulties with recruitment, creating further temporary cost reduction. This has been offset by over-recruitment within Customer Services contact centre to help manage the difficulties caused by previous high staff turnover in this area, which impacts on call waiting times.

2.45 Legal Services faces continued demand for legal support with child protection hearings and court case costs relating to Looked After Children. The number of cases during the year remains volatile and will continue to be monitored closely. Ongoing difficulties in recruiting to key posts, in particular within Adult Social Care legal support, are currently resulting in a forecast overspend as a result of needing to employ a number of locum solicitors.

2.46 Assistant Chief Executive (£0.2m underspend)

2.47 The service is currently forecasting an underspend of £200k. This is due to increased income in HR of £102k (offset by increased costs of DBS checks) and additional funding in support of resettlement work. Staffing is also forecast to be underspent due to a small number of vacancies across the directorate.

2.48 Central Services (£8.5m forecast underspend)

2.49 Central Services has a forecast underspend of £8.5m resulting from the £5m corporate budget risk contingency approved within the Council's Budget and Council Tax Report 2023/24, along with savings made in year from the Treasury Management function of £3.5m.

2.50 There continues to be significant financial challenges as a result of high inflation, energy prices and the potential impact of the 2023/24 Local Government Pay Award. Inflation continues to impact the renewal of Council contracts and payments to key service providers, as such it continues to present a financial challenge to the Council's approved Budget and Medium Term Financial Strategy. However, the Council was able to build into the Council's Budget and Council Tax Report 2023/24 greater levels of funding to manage the impact of inflation, energy and pay. As such it is currently anticipated that these impacts can be controlled within the existing budgetary provision. As stated within the Budget and Council Tax Report 2023/24 uncertainty in the global and UK economy remains the most significant budget risk and as such will need to continue to be closely monitored.

2.51 The current economic climate remains turbulent, with challenges in projecting where inflation will move and the pace at which it moves. At present inflation is showing signs of slowing although there are variances below the headline rate: food prices are starting to fall while petrol and diesel prices are increasing. The overall reduction will help support the Council's Budget for 2023/24 but the position will be closely monitored. These financial challenges are being regularly reviewed as part of the Council's ongoing Medium Term Financial Planning. It is currently expected that the period of high inflation will last for around for 12 months before returning to a more normal level. As such, the Council will face short term financial pressures that will need to be managed and mitigated through the Medium Term Financial Strategy and where required the Council's reserves. The Council's ability to build further capacity into those reserves as part of the 2022/23 outturn position is a significant benefit.

2.52 The Council's Treasury Management functions are expected to continue to perform well for the majority of 2023/24. The Council still holds significant cash

balances and is able to invest them for a greater return given current high interest rates, in addition to slippage on the Capital programme in 2022/23 which means that the level of financing costs for 2023/24 will be less than anticipated. The benefits from the Treasury Management function are being used to support wider inflationary pressures that the Council is facing during 2023/24 or reduce the call on reserves. The positive impact of this is forecast saving at £3.5m

2.53 Central Services is made up of a number of corporate budgets for levies and charges such as the Integrated Transport Levy (ITA), PFI Financing, and Treasury Management. A list of the main budget areas within Central Services was provided as part of the Council's Budget and Council Tax Report 2023/24, approved at Council 1 March 2023. The costs within this area are largely fixed costs, set out prior to the start of a financial year, not specific to a particular Directorate and are therefore not controllable by the directorates and thus held centrally. For example, the cost of levies for 2023/24 was set at £13.2m at the outset of 2023/24.

2.54 Housing Revenue Account (HRA)

2.55 The Housing Revenue Account is a statutory ring-fenced account that the Council has to maintain in respect of the income and expenditure incurred in relation to its council dwellings and associated assets. The HRA is currently forecast to underspend by £4.4m.

2.56 Since September the forecast underspend has decreased by £530k which is due in large part to an increase of £239k in interest payable on HRA Debt. This has been largely mitigated during 2023/24 but the Council will need to borrow during the latter part of 2023/24.

2.57 The underspend largely relates to reduced energy costs for the Council's District Heating scheme £2.976m and £1.512m in contract shared savings.

2.58 Contract shared savings is a refund from repairs contractors based on the profits they made during the previous year once those have been confirmed and audited.

The income is expected to be ringfenced to cover expected costs associated with:

- bringing stock conditions surveys up to date;
- improving systems and processes for providing assurance on property services compliance;
- preparing for new regulatory framework and inspection regime;
- and expanding our housing growth function to achieve the Council's 1,000 new homes target.

2.59 Capital Programme Update

2.60 The Capital Programme 2023/24 has been updated to the end of November to reflect the latest information on project position and delivery plans. The revised Capital Programme is £182.364m split between the General Fund £137.965m and HRA £44.398m. This is a decrease of £25.701m from the position reported

to Cabinet on 20th November 2023 as part of the September Financial Monitoring Report, the majority of which relates to the reprofiling of schemes due to delays caused by the high volume of capital activity taking place nationally that is limiting resources in the market and the challenges that inflation is causing on the cost of projects that ultimately then requires greater work on project design and scope. The movement is based on the latest profiles of expenditure against schemes, including slippage and re-profiles of £25.087m and a reduction in grant funding of £0.643m.

2.61 Table 4: Variations to the Capital Programme 2023/24 to 2025/26.

	Total Impact **£m**	**2023/24 Impact** **£m**	**Post 2023/24 Impact** **£m**
Revised Grant and Funding Estimates	-27.227	-0.643	-26.584
Slippage / reprofiling	0	-25.058	25.058
Total	-27.227	-25.701	-1.526

2.62 The main items contributing to the reprofiling of the Capital Programme are:

- **HRA Housing Growth Programme Phase 3,** £4.227m slippage. Schemes at East Herringthorpe and Canklow have had budgets allocated ready for delivery, however, the remaining programme schemes are still in development and not expected to start this financial year so the budget has been slipped to reflect this.

- **MMC Bungalows** £1.952m slippage. This scheme is under review as due to overspends on the projects previously delivered from the Shared Ownership and Affordable Homes Programme, there is insufficient budget remaining to deliver the MMC Bungalows. The budget has been temporarily moved to 2024-25 awaiting formal the outcome of that review.

- **Rotherham Markets Redevelopment** £3.440m slippage. The forecast has been updated to reflect the revised expenditure profile as per the pathfinder submission and following significant work to address cost pressures on the scheme as reported to Cabinet in November 2023.

- **Riverside Gardens** £2.253m slippage**.** The forecast has been updated to reflect the revised expenditure profile as per the pathfinder submission. There has been significant delay in expenditure following the procurement process which failed to conclude in a successful contract award. A direct award design and build contract is now being undertaken and is expected to complete in early 2024 with the physical delivery expected to commence later in 2024.

- **Riverside Infrastructure,** £2.797m slippage. The forecast has been updated to reflect the revised expenditure profile as per the pathfinder submission. Forecast expenditure has been reprofiled to reflect a delay in contract award due to protracted design detailing in relation to piling of the river wall.

- **Forge Island,** £3.066m slippage. This represents the fit out costs that will be incurred during 2024/25.

2.63 New grant funded schemes are added to the Capital Programme on an ongoing basis in accordance with the Financial and Procurement Procedure Rules. Grant schemes added or reduced since the September Cabinet report are listed below:

Table 5: New Grant/HRA Funded Schemes added to the programme

Directorate/Scheme	**2023/24 £m**	**Post 2023/24 £m**
Regeneration & Environment		
City Region Sustainable Transport Settlement (CRSTS) Grant for Pedestrian Crossings	0.023	0.440
SYMCA DFT funding Pedestrian Crossing	0.000	0.118
SYMCA Transforming Cities Manvers Way	-0.262	0.000
(CRSTS) Removal of funding to match allocation received. Funds will be reinstated following Full Business Case approval for construction. This is following clarification of the funding release process, effectively a small element of funding is released on project approval and then the full project budget on FBC approval.	-0.414	-27.681
CIL allocation to be used for the delivery of new park fencing at Brampton.	0.008	0.000
Children & Young People		
Early Education Place Grant	0.000	0.539
HRA		
Ward budget Allocation Elm Grove play area	0.002	0.000
Total	**-0.643**	**-26.584**

2.64 Corporate Borrowing Changes/ RTB Receipts

There have been no changes to the level of corporate borrowing or right to buy receipts within the capital programme.

2.65 Programme Variations
The following variations to the Capital Programme cover significant virements between capital projects that are either key decision value or a change in use of corporate resources and as such need reporting to Cabinet.

2.66 **Pedestrian Crossings Programme**: The overall budget for the 6 pedestrian crossings on the transport capital programme was over budget by £685k.

A number of options have been explored and discussed with the Cabinet Member and Leader. The preferred course of action is to not use council capital at this time and seek alternative funding. The Transport Capital Programme has an allocation in 2026/27 of £685k that is currently not allocated to any specific named scheme(s)

2.67 The proposal is therefore to bring forward this money to enable these crossing to be delivered in this financial year.

2.68 **Forge Island Bridge**:- SYMCA have awarded the Council grant of £1m towards funding the footbridge at Forge Island. This £1m has been added to the Forge Island budget to replace corporate funding. Overall the £1m of corporate funding released has been transferred to the inflation contingency budget.

2.69 **Pathfinder Pilots**:- the Council was invited by DLUHC to participate in the Simplification Pathfinder Pilot (Pathfinder) programme. Local authorities in receipt of capital funding through the Future High Streets Fund, Towns Deal and Levelling Up Fund Round One were eligible to apply to join the Pathfinder, which aims to delegate decision making over the three previously separate programmes, based on the following principles:

- A single aggregate allocation (replacing three programme allocations)
- A combined set of outcomes
- A streamlined reporting process
- A simplified change request process
- A single point of contact within DLUHC for any queries about funding or the pilot

2.70 A key benefit of the Pathfinder is that, alongside the above simplification and streamlining, the programme extends the delivery timescale for expenditure of awarded DLUHC funds to 31st March 2026, which represents a two-year extension for completion of projects previously funded through the Future High Streets Fund and Levelling Up Fund Round One.

2.71 The Council applied to join the Pathfinder by submitting its Investment Plan in August ’23. This Investment Plan was approved by DLUHC in November ’23, which will be reflected in due course through the issuing of a new Memorandum of Understanding that will supersede those issued for the three previously separate funding programmes.

2.72 The Investment Plan set out the Council's proposals for aggregating the outputs and outcomes from the three previously separate programmes as well as consolidating and reprofiling spend of DLUHC funds.

2.73 To enable implementation of the Pathfinder approach a variation is required to reprofile spend of the now consolidated DLUHC capital funds in line with the Investment Plan's delivery plan and timescales

2.74 **Levelling Up Leisure and Cultural Quarter Strategic Acquisitions Fund,** £1.485m slippage and project variation. The Council agreed a value of £2m to be allocated from Levelling Up Fund for the acquisition and demolition of properties on Corporation Street to open up access to Forge Island from the town centre. The Council were successful in acquiring and demolishing 4 Corporation Street (former Wilkinson premises), however, were not able to secure other properties.

2.75 Concurrently, the exercise to procure contractors for the Riverside Gardens scheme proved unsuccessful, with the sole bidder submitting a tender price £1.5m in excess of the approved budget and above the lot threshold. Alongside this, the cost plan for Corporation Street/Upper Millgate public realm works indicated a viability gap in the order of £0.8m. Following a review of options, it is considered more attractive to the market and more efficient to package together the Riverside Gardens and Corporation Street/Upper Millgate schemes, thereby offering the contractor greater flexibility to explore innovative solutions to address identified viability gaps.

2.76 To support this approach the unspent acquisitions fund of £1.485m will be transferred to the now combined Riverside Gardens & Corporation Street/Upper Millgate project. Due to the market challenges on cost, the expected scheme delivery is no longer in 2023/24 as such slippage of the budget is also required. This has all been included within the Council's pathfinder submission and approval.

2.77 **MCA Approvals**

The South Yorkshire Mayoral Combined Authority (SYMCA) acts as accountable body for a number of different Government funding streams and as the accountable body for Gainshare. New funding received through Department of Transport via SYMCA is £118k to support the delivery of pedestrian crossings.

2.78 **The proposed updated Capital Programme to 2025/26 is shown by directorate in Table 6 below.**

Table 6: Proposed Updated Capital Programme 2023/24 to 2025/26

Directorate	2023/24 Budget £m	2024/25 Budget £m	2025/26 Budget £m	Total Budget £m
General Fund Capital				
Children and Young People's Services	7.639	8.775	15.856	32.269

Regeneration and Environment	120.297	108.546	47.441	276.284
Adult Care & Housing	5.124	19.239	4.273	28.637
Assistant Chief Executive	0.360	0.210	0.210	0.780
Finance and Customer Services	4.545	3.681	19.526	27.752
Total General Fund Capital	**137.965**	**140.451**	**87.306**	**365.722**
Total HRA Capital	**44.398**	**59.808**	**33.494**	**137.701**
Total RMBC Capital Programme	**182.364**	**200.259**	**120.800**	**503.423**

The Capital Programme for 2023/24 remains ambitious even with a significant level of re-profiling of schemes into 2024/25. The Council will therefore need to keep close control of project spend profiles and delivery milestones to keep these projects on track. Further review of project deliverability and potentially, re-profiling of schemes into future financial years may be required.

2.79 Funding Position of Capital Programme 2023/24

The £182.364m of capital expenditure is funded as shown in the Table 6 below.

Table 7: Funding of the Approved Capital Programme

Funding Stream	**2023/24 Budget £m**
Grants and Contributions	58.043
Unsupported Borrowing	79.118
Capital Receipts	0.675
HRA Contribution	0.130
Total Funding - General Fund	**137.965**
Grants and Contributions	1.399
Unsupported Borrowing	1.643
Housing Major Repairs Allowance	34.368
Capital Receipts	5.031
Revenue Contribution	1.957
Total Funding - HRA	**44.398**
Total	**182.364**

2.80 Capital Receipts

2.81 The Council is continuing to undertake a comprehensive review of its assets and buildings portfolio with the aim of rationalising both its operational and non-operational asset holdings. This may contribute future capital receipts which are earmarked to support the revenue budget, in accordance with the Council's approved flexible use of capital receipts strategy.

2.82 To date General Fund useable capital receipts of £1.309m have been generated. Although loan repayments will be received during the financial year, these cannot be used to support the revenue budget as only those receipts by the disposal of property, plant and equipment can be used in that way.

Description	**Total as at 30th November 2023 £m**
Land at Kiveton Park	-1.236
Miscellaneous	-0.039
Total Capital Receipts (Excluding loan repayments)	**-1.275**
Repayment of Loans	-0.034
Total Capital Receipts	**-1.309**

2.83 The detailed disposal programme is currently being updated. At this stage the forecast for useable capital receipts is between £1.275m and £1.75m but this may change when the detailed assessment has been completed. These receipts are made up of a small number of disposals and therefore any changes to these could impact on these forecasts. It should be noted that there is no corporate requirement to disposal of General Fund assets and each individual decision should be taken as appropriate.

2.84 Capital Achievements

The following outputs have been achieved since the September Financial monitoring report.

- Completion of Cen2ury Business Centre took place in November. 13/16 office units and 5/20 workshops now let.
- Completed on the acquisition of 3-7 Corporation Street, a long term blighted property in the town centre.
- Enabling works started on the Markets & Library in September.
- Public realm works on Frederick St and Howard St now complete.
- Building works started on Gullivers Skills Street in October.
- Swinton Civic Hall works completed in September.

3.0 Options considered and recommended proposal

3.1 With regard to the current forecast net revenue budget the directorates are forecasting an overspend of £1.1m, management actions are being identified with the clear aim of ensuring that a balanced budget position can be achieved. It is currently assumed that to achieve a balanced outturn position there will be a need to utilise an element of the Council's reserves given the significant pressures that have come to light since the Council set it's 2023/24 budget. This is in recognition that there are still financial implications that need to be fully understood and that may not be fully known until later in the financial year. It is nationally recognised best practice to monitor the performance against the agreed revenue budgets and the Capital Programme throughout the year.

4.0 Consultation on proposal

4.1 The Council consulted on the proposed budget for 2023/24, as part of producing the Budget and Council Tax Report 2023/24. Details of the consultation are set out in the Budget and Council Tax 2023/24 report approved by Council on 1st March 2023.

5.0 Timetable and Accountability for Implementing this Decision

5.1 Strategic Directors, Managers and Budget Holders will ensure ongoing tight management and close scrutiny of spend this financial year.

5.2 Financial Monitoring reports are taken to Cabinet meetings during the year. The Financial Outturn report for 2023/24 will be taken to Cabinet in July 2024.

6.0 Financial and Procurement Advice and Implications

6.1 The Council's overspend position is detailed within the report along with the estimated impact of current financial pressures from inflation and increases in demand. This position continues to be monitored closely. Control over spending remains critical to both maintaining the robust Reserves Strategy and Medium Term Financial Strategy.

6.2 An update on the Council's Medium Term Financial Strategy will be provided to Cabinet in early 2024. This will provide a more detailed update on the Council's Medium Term Financial Planning factoring in the impact of the current year financial pressures and the longer-term impacts on the MTFS and reserves strategy.

6.3 There are no direct procurement implications arising from the recommendations detailed in this report. Project specific implications have been addressed in the Key Issues section.

7.0 Legal Advice and Implications

7.1 No direct legal implications.

8.0 Human Resources Advice and Implications

8.1 No direct implications.

9.0 Implications for Children and Young People and Vulnerable Adults

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

10.0 Equalities and Human Rights Advice and Implications

10.1 This is a finance update report, providing a review of current progress to date on the Council's revenue and capital budgets, any equalities and human rights impacts from service delivery have been or will be detailed as service budgets, capital projects are pulled together for inclusion within the Council's revenue budget or capital programme.

11.0 Implications for CO2 Emissions and Climate Change

11.1 No direct implications.

12.0 Implications for Partners

12.1 At a time of economic difficulty and tight financial constraints, managing spend in line with the Council's budget is paramount. Careful scrutiny of expenditure and income across all services and close budget monitoring therefore remain a top priority if the Council is to deliver both its annual and medium term financial plans while sustaining its overall financial resilience.

13.0 Accountable Officers
Rob Mahon, Assistant Director – Financial Services

Approvals obtained on behalf of Statutory Officers:-

	Named Officer	**Date**
Chief Executive	Sharon Kemp	08/01/24
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	02/01/24
Assistant Director of Legal Services (Deputy Monitoring Officer)	Phil Horsfield	03/01/24

Report Author: *Rob Mahon, Assistant Director – Financial Services*
This report is published on the Council's website.

Initial Equality Screening Assessment (Part A)

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

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

Completed at the earliest opportunity it will help to determine:

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

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

1. Title: July Financial Monitoring 2023/24

Is this a:

☐	**Strategy / Policy**	X	**Service / Function**	☐	**Other**

If other, please specify

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

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

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

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

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

The financial monitoring position report summarises the key variances for each directorate and considers the key financial pressures and risks. The report also covers off any other key items to be noted at the time.

The specific recommendations for fostering fees and allowances have no direct equality implications.

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

3. Relevance to equality and diversity

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

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

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

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

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

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

4. Considering the impact on equality and diversity

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

Considering equality and diversity will help to eliminate unlawful discrimination,

harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation. Please provide specific details for all three areas below and use the prompts for guidance.
• **How have you considered equality and diversity?** N/A
• **Key findings** N/A
• **Actions** N/A

Date to scope and plan your Equality Analysis:	n/a
Date to complete your Equality Analysis:	n/a
Lead person for your Equality Analysis (Include name and job title):	n/a

5. Governance, ownership and approval

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

Name	Job title	Date
Rob Mahon	AD Financial Services	21.12.23

6. Publishing

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

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

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

Date screening completed	21.12.23
If relates to a Key Delegated Decision, **Executive Board**, **Council** or a **Significant Operational Decision** – **report date and date sent for publication**	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	21.12.23

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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

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

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

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

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Rob Mahon, Assistant Director Financial Services, Finance and Customer Services.
Please outline any research, data, or information used to complete this [form].	N/A
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	N/A
Tracking [to be completed by Policy Support / Climate Champions]	Tracking Reference: CIA 208 Louise Preston, Climate Change Manager, Finance and Customer Services.

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Rotherham Metropolitan Borough Council

Public Report with Exempt Appendices
Cabinet

Committee Name and Date of Committee Meeting
Cabinet – 22 January 2024

Report Title
Housing Delivery Programme Report – 2024/25

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

Strategic Director Approving Submission of the Report
Ian Spicer, Strategic Director of Adult Care, Housing and Public Health

Report Author(s)
David Bagnall, Housing Development Manager

Ward(s) Affected
Borough-wide

Report Summary
This report sets out proposals which will continue to support the delivery of hundreds of new council homes by March 2026, through a combination of development on Council owned land and the acquisition of homes from the private sector.

Appendix 3 provides a list of sites proposed for development, including several further sites held within the Council's General Fund, details of which are at Appendix 4. Exempt Appendix 5 provides a list of potential acquisition opportunities.

Cabinet is also asked to note that the East Herringthorpe Small Sites scheme is now delivering against the principles of the 2019 Cabinet report "Delivery of 12 Bungalows using Modern Methods of Construction".

It is proposed that Housing Delivery Programme update reports continue to be presented to Cabinet on a six-monthly basis.

Recommendations

That Cabinet:

1. Approves the Council-owned sites listed in Appendix 3 being brought forward to deliver new Council homes.

2. Approves the appropriation of specified General Fund sites to the Housing Revenue Account. Further detail about the sites proposed for appropriation is provided in Appendix 4.

3. Approves the purchase of homes from any of the schemes identified in Exempt Appendix 5.

4. Notes that authority to purchase up to 100 homes from the market has been delegated to the Assistant Director for Housing following approval of the Housing Acquisitions Policy Cabinet report on 16 October 2023. The 100 homes provision is now reflected in Exempt Appendix 5.

5. Notes that the East Herringthorpe Small Sites scheme is now delivering the principles of the January 2019 Cabinet report “Delivery of 12 Bungalows using Modern Methods of Construction” and approve that the associated budget allocation is allocated back to the wider housing delivery programme to support Council delivery on other sites.

6. Agrees to continue to receive an update on the housing development programme every six months.

List of Appendices Included

Appendix 1 Delivery timeline – Jan 2018 to November 2023
Appendix 2 Photographic summary of delivery
Appendix 3 Council-owned sites
Appendix 4 General Fund sites appropriation schedule
Appendix 5 EXEMPT Acquisitions
Appendix 6 Initial Equality Screening (Part A)
Appendix 7 Equality Analysis (Part B)
Appendix 8 Carbon Impact Assessment

Background Papers
Housing Strategy 2022-25
Housing Delivery Programme – 2023/24 Update

Consideration by any other Council Committee, Scrutiny or Advisory Panel
Improving Places Select Committee (via the Housing Strategy)

Council Approval Required
No

Exempt from the Press and Public
Yes – Appendix 5 (purchase of homes from the open market)

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 is requested, as this part of the report contains commercially sensitive information.

When purchasing homes from the open market the Council is in competition with others. Appendix 5 sets out a number of planned acquisitions which will be subject to negotiation and publishing this information would therefore put the Council at a competitive disadvantage. It is considered that the public interest in maintaining the exemption would outweigh the public interest in disclosing the information.

Housing Delivery Programme Report – 2024/25

1. Background

1.1 There is a need for affordable homes across the Borough and as the cost-of-living continues to affect communities, more people than ever will turn to the Council for financial support, advice, and housing. Without creating more affordable housing options, household finances will continue to be pressured and more people will fall into hardship, creating much wider implications for the health and wellbeing of local people and communities.

1.2 This need is clearly reflected in the fact that there were over 7000 individuals and households on the Council's Housing Register. The Council's ability to meet this housing demand is also diminishing annually because of the Right to Buy which has seen 956 Council homes sold between January 2018 and November 2023.

1.3 In response to this continuing affordable housing need, the Council set a target to deliver hundreds of new Council homes between January 2018 and March 2026.

Programme Progress Since Last Update

1.4 From January 2018 to November 2023, the Council has successfully delivered 505 affordable homes; 379 homes for rent and 126 homes for shared ownership:

- 385 of these homes have been delivered through Council-led construction.
- 16 homes have resulted from conversion of existing Council assets into new homes, and
- 104 are from the acquisition of homes from private developers and the open market.

The Council has also built 125 new homes for market sale. A photographic summary of delivery achieved during this period is provided in Appendix 2.

1.5 The previous Housing Delivery Programme update report set out progress to May 2023. From June 2023 to November 2023, the Council has:

- Started on site for the East Herringthorpe Small Sites build scheme which will deliver 10 new homes.
- Taken handover of four further homes from the Wentworth View development in Thorpe Hesley.
- Taken handover of three further homes from the Laughton Gate development in Throapham.
- Exchanged contracts and taken handover of seven homes from The Paddocks development in Wickersley.
- Taken handover of two further homes from the Millstone Park development in Swallownest.

- Exchanged contracts and completed the acquisition of one home from the Welling View development in Kimberworth.
- Exchanged contracts to acquire six homes from the North Farm Close development in Harthill.
- Exchanged contracts and completed the acquisition of two homes from the Eldertree Lodge development in Thorpe Hesley.
- Exchanged contracts to acquire 22 homes from the Poppyfields development in Ravenfield and taken handover of the first two homes.
- Secured £431k grant funding from Brownfield Land Release Fund 2 to support the development of three Council-owned sites.
- Submitted an updated Expression of Interest to the Brownfield Housing Fund scheme.
- Commenced demolition of the vacant structures on the Addison Road and Larch Road sites in Maltby in preparation for development.
- Obtained scheme specific approvals from Cabinet for the Canklow, Eastwood, and Maltby developments, which all comprise sites which will deliver more than 10 homes.
- Concluded the pre-planning design process on the following Council-owned sites to support submission of formal planning applications:

Site	Area	Ward	New Homes
Warden Street	Canklow	Boston Castle	13
Netherfield Court	Eastwood	Rotherham East	19
York Road	Eastwood	Rotherham East	12
Carver Close	Harthill	Wales	7
Addison Road	Maltby	Hellaby & Maltby West	27
Elm Tree Road	Maltby	Hellaby & Maltby West	2
Larch Road	Maltby	Hellaby & Maltby West	16
Ship Inn (Dun Street)	Swinton	Kilnhurst & Swinton East	4
Albert Road	West Melton	Hoober	4
Princess Street	West Melton	Hoober	6
		Total	**110**

1.6 As at the end of November 2023, the Council is in contract to deliver a further 68 homes for rent and 13 for shared ownership. This means a cumulative total of 586 affordable homes already completed or contracted for completion by March 2026.

1.7 The latest programme position is summarised below with further detail provided in Appendix 3 and Exempt Appendix 5. The position incorporates over-programming to allow for schemes not coming to fruition or delivery numbers being lower than forecast. This explains why the HRA Business Plan for 2024/25 includes fewer homes than the pipeline outlined below.

Appendix 3 – Council Build					
Programme Status	**Appendix Reference**	**Rent**	**Shared Ownership**	**Market Sale**	**Total**
Homes completed	Table 1.1	295	106	125	526
Homes in contract	Table 1.2	10	0	0	10
Approved pipeline	Table 1.3	157	0	0	157
New opportunities	Table 1.4	73	0	15	88
	Totals	**535**	**106**	**140**	**781**

Appendix 5 – Acquisitions					
Programme Status	**Appendix Reference**	**Rent**	**Shared Ownership**	**Market Sale**	**Total**
Homes completed	Table 2.1	84	20	0	104
Homes in contract*	Table 2.2	58	13	0	71
Approved pipeline**	Table 2.3	285	0	0	285
New opportunities	Table 2.4	46	0	0	46
	Totals	**473**	**33**	**0**	**506**

Combined Programme					
Programme Status	**Appendix References**	**Rent**	**Shared Ownership**	**Market Sale**	**Total**
Homes completed	1.1 + 2.1	379	126	125	630
Homes in contract*	1.2 + 2.2	68	13	0	81
Approved pipeline**	1.3 + 2.3	442	0	0	442
New opportunities	1.4 + 2.4	119	0	15	134
	Sub totals	**1008**	**139**	**140**	**1287**

**There are 22 further homes currently in contract which are due for delivery after March 2026 and are therefore excluded from these figures.*
***Approved Pipeline now includes the provision for up to 100 market acquisitions further to Cabinet's approval of the Housing Acquisitions Policy report on 16 October 2023.*

Programme Changes

1.8 Appendix 3 and Exempt Appendix 5 set out the latest programme position. The specific changes since the July 2023 Housing Delivery Programme Update Cabinet report are summarised below.

Council-owned sites added to the programme – Appendix 3, Table 1.4	
Site	**Est. Homes**
Boswell Street, Herringthorpe	45 (30 rent)
Symonds Avenue (Site B)	4
Grayson Road, Greasbrough	16
Tenter Street, Thornhill	15
Denman Road (Site B), Wath	4
Denman Road (Site C), Wath	4

Council-owned sites removed the programme – Appendix 3, Table 1.6	
Site	**Est. Homes**
None	0

Acquisitions added to the programme – Appendix 5, Table 2.4	
Site	**Est. Homes**
Three schemes (SME Homebuilder)	46
Market acquisitions	100

Acquisitions removed the programme – Appendix 5, Table 2.6	
Site	**Est. Homes**
One scheme	16

Market conditions

1.9 Market conditions continue to be highly challenging, with much of the construction sector experiencing significant inflation owing to a range of factors. This is leading to build cost inflation and delays, caused in part by workforce and materials shortages. This report seeks the necessary approvals to enable delivery of the Council's Housing Delivery Programme to progress with pace and agility.

2. Key Issues

Delivery on Council Land

2.1 The Housing Revenue Account (HRA) does not hold land assets of sufficient scale to achieve the Council's housing development ambition. The Housing Delivery Programme therefore needs to be multi-faceted, blending delivery through Council-owned sites held in the HRA and Council-owned sites held in the General Fund, along with acquisitions from the market.

2.2 The pipeline of sites provided at Appendix 3 details all previously approved Council land assets as well as new sites which have recently been identified as having potential for development.

2.3 Inclusion within the approved pipeline does not however guarantee that development will take place, as all sites are subject to a full appraisal and pre-contract design process which follows the Royal Institute of British Architects (RIBA) Plan of Work. Given that all pre-contract development work is potentially abortive, sites need to be approved onto the pipeline to facilitate this activity taking place, meaning sites are usually added to the pipeline far in advance of actual development taking place.

2.4 As most land assets held within the HRA are small, generally garage sites or infill land, delivery is supplemented through the inclusion of larger land assets held within the General Fund and Appendix 4 sets out proposals to add three further General Fund sites into the programme. Subject to Cabinet approval, actual appropriation will take place once planning approvals have been secured, with the HRA expected to take on any holding costs for the sites in the meantime.

Acquisitions

2.5 In addition to building on the Council's own land, the programme has delivered a significant number of new homes through acquisitions from the market, which have predominantly been through 'Section 106' (S106) affordable housing planning policy provisions. Whilst S106 acquisitions have formed a significant aspect of the programme, the number of further homes which could be delivered through this route by March 2026 are now almost

exhausted. Consequently, no new S106 opportunities are identified within Appendix 5.

2.6 The Housing Acquisitions Policy was approved by Cabinet in October 2023, setting out the aspiration to purchase up to 100 existing homes from the market, a majority of which are expected to be the buyback of former Council homes previously sold under the Right to Buy, in addition to the existing activity to acquire S106 homes. This commitment significantly expands upon the previous pipeline provision for up to 30 “opportunity acquisitions” and the uplifted provision is included within Exempt Appendix 5.

2.7 In addition, the Council has previously launched the Small Sites Homebuilder Initiative, designed to encourage smaller developers to sell schemes to the Council “off plan”, and interest in the initiative has been strong. Whilst no schemes have yet achieved exchange of contracts, two schemes have previously been approved into the pipeline and three further schemes are now proposed for inclusion within the pipeline at Appendix 5.

MMC Bungalows

2.8 In January 2019, Cabinet approved a report setting out proposals to deliver 12 bungalows using Modern Methods of Construction (MMC) across three sites: Symonds Avenue in Rawmarsh, along with Hounsfield Crescent and Hounsfield Road in East Herringthorpe.

2.9 The project was intended to trial MMC as a delivery method, however significant ground issues were later found with the largest of the sites, Symonds Avenue, meaning the intended delivery could no longer be achieved.

2.10 To retain alignment with the principles of the 2019 approval, two of the sites, Hounsfield Crescent and Hounsfield Road, were subsequently brought into the East Herringthorpe Small Sites development, approved by Cabinet in September 2020. These sites are now in build and will deliver two, two-bed bungalows along with a four-bed Wheelchair User Dwelling, with 10 homes being built in total utilising MMC. The original Symonds Avenue site remains in the programme, but only a smaller section is developable.

2.11 Cabinet is therefore asked to note that the East Herringthorpe Small Sites scheme is now delivering against principles of the “MMC Bungalows” proposals, and that the associated MMC Bungalows budget provision will be allocated back to the wider programme to support Council delivery on other sites. The MMC Bungalows budget includes a provision for grant funding, therefore the net value of monies to be directly reallocated back into the programme will be lower than the budget.

2.12 Separately, the Council has also delivered MMC in the form of steel frame construction across the Westgate Riverside and Millfold Rise apartment blocks in the Town Centre, and it remains the case that MMC could play a significant part of the forward build programme.

2.13 Findings from these recent projects are that MMC can serve to expedite delivery over traditional construction methods, but there is currently a trade-off in additional cost.

2.14 A Market Engagement Questionnaire issued in advance of procurement activity planned for the New Year specifically stated that the Council is "keen to hear from prospective partners who can deliver Modern Methods of Construction (MMC), particularly where this will serve to accelerate delivery timescales", whilst respondents were also asked to confirm whether they could deliver MMC, and if so in what form.

Ongoing Programme Updates

2.15 The Delivery Programme will continue to evolve as the opportunities within the new homes pipeline are further progressed. A report will be brought to Cabinet every six months to provide an update on progress, and to renew and seek new approvals to support ongoing delivery as necessary.

3. Options considered and recommended proposal

3.1 Option 1: Only develop HRA sites, in addition to acquisitions

The inclusion of General Fund sites is required to support delivery of the additional homes needed. Whilst there are HRA sites available, these are predominantly small sites which may deliver as little as a single home, meaning they are inefficient to deliver in respect of development resources and associated cost, comparative to the number of new homes achieved.

This option is not recommended.

3.2 Option 2: Develop all sites listed in this report, including General Fund sites and pursue acquisitions, including opportunity acquisitions.

The inclusion of General Fund sites brings improved efficiencies of scale and increased delivery of new homes. Opportunity acquisitions will also be important to help supplement delivery, should any elements of the programme become challenging to progress.

This option is recommended.

4. Consultation on proposal

4.1 Residents will be consulted via the Planning process along with all statutory consultees. The Strategic Housing and Development Service will further continue to work with the Neighbourhoods Service to assist with disseminating information about development in localities, identifying alignment with Ward priorities. Information about housing development has and will continue to be disseminated through the Council tenants' quarterly magazine, 'Home Matters.'

4.2 As individual schemes are progressed into design, Ward Members will be consulted through the neighbourhood working model at an early stage ahead of planning permission being sought.

4.3 Ongoing engagement is undertaken with developers, housing associations, and external funders through a range of communication channels, including the Strategic Housing Forum.

4.4 The Strategic Housing and Development Service will use all stakeholder feedback to shape the future programme and help ensure continuous improvement in the development of new council homes.

5. Timetable and Accountability for Implementing this Decision

5.1 The Assistant Director of Housing will have responsibility for implementing the programme.

5.2 Further reports will continue to be presented to Cabinet on a six-monthly cycle through to March 2026 to keep Cabinet appraised of progress, refresh existing approvals and to seek new approvals as required.

6. Financial and Procurement Advice and Implications

6.1 The release of sites identified in Appendix 3, Appendix 4 and the programme of acquisition opportunities listed in Exempt Appendix 5 will be subject to business cases and assessed for affordability within the context of the assumptions in the HRA Business Plan and the resources approved as part of the Council's Capital Programme.

6.2 The financial implications for individual schemes will be addressed in line with Capital Governance Principles. Issues highlighted such as supply chain pressures on materials and labour costs could affect the overall outcomes of the housing growth programme.

6.3 The appropriation of General Fund sites into the HRA for housing development will increase the HRA Capital Financing Requirement (CFR) by the value of the land being appropriated. The General Fund CFR will be reduced by the same value. The annual cost of capital charged to the HRA will be increased on a permanent basis.

6.4 Housing Growth has been modelled in the HRA business plan for affordability. The model assumes that all capital receipts from sales of private and shared ownership properties are used to fund the housing growth programme. Therefore, capital receipts generated from sales of private and shared ownership properties will be used for this purpose in accordance with corporate financing arrangements.

6.5 The HRA business plan model assumes that a significant amount of grant funding will be available to support the delivery programme. Affordability of individual schemes will be assessed if grant funding is not secured.

6.6 The latest iteration of the HRA Business Plan model assumes that all new social housing properties will be let on Social Rent values. As the Council is not currently in a housing supply delivery agreement (HSDA) with Homes England Affordable rent cannot be charged. However, final rents will be determined on a scheme-by-scheme basis, should the Council enter into an HSDA with Homes England and once full costs are known. The preference will be for Social Rent to be applied, subject to an assessment of the financial viability of the proposed development, prior to grant funding bids being submitted. Any schemes that are not grant funded will use Right to Buy 'one-for-one' monies and are assumed to be let on a Social Rent basis. Affordable Rent is higher than Social Rent, so any deviation from this will improve affordability within the HRA business plan.

6.7 Due to the significant amount of work required, an Employers Agent has been procured to expediate the Council build programmes. The cost of this has been included in the capital build cost within the HRA business plan model. Appropriate revenue budgets have been set in place for marketing purposes.

6.8 Procurement activity is detailed within the main body of this report. Housing Services are engaging with the Procurement Team to ensure procurement activity is being undertaken in compliance with the Public Contracts Regulations 2015 (as amended) and the Council's own Financial and Procurement Procedure Rules.

7. Legal Advice and Implications

7.1 The delegations sought under this report are consistent with the Council's Constitution and allow for quicker and more flexible decisions to be made in respect of potential housing developments.

7.2 There are no direct legal implications arising from this report. The relevant implications for each site will be considered as each is brought forward for development or acquisition. Legal Services recommends early engagement with them where any legal work is required, for example entering into and completing any external grant funding agreements, purchasing any properties, or entering into any legal contracts, which will be executed in accordance with the Council's Scheme of Delegation.

8. Human Resources Advice and Implications

8.1 There are no Human Resources implications arising from this report.

9. Implications for Children and Young People and Vulnerable Adults

9.1 The development programme will deliver two, three, and four, bedroom homes which will allow families with children to access high quality, affordable homes, thus contributing to improving children's health, wellbeing, and opportunity.

9.2 The programme is further delivering bungalows and more specialised 'disabled person units' (DPU) which will allow older and disabled people to live in safe, suitable accommodation that meets their needs and allows them to live independently for longer.

10. Equalities and Human Rights Advice and Implications

10.1 Through its wider development programme, the Council will increase the local supply of high quality, affordable homes to meet a range of needs. The Council holds a wide range of data which is used to determine the different needs and influence the types of homes being acquired. For example, of Rotherham's 265,800 residents, around 26% are aged 60 years or over and 9% are aged 75 years or over and the proposed acquisitions include bungalows that are suitable for older people, as well as people with disabilities.

10.2 The Council's development programme is critical to supporting families who are on the Housing Register, into high quality and affordable accommodation. Any new homes offered for rent by the Council are managed through the Council's Allocations Policy to ensure a fair and transparent approach to helping people in the greatest housing need to gain access to suitable and appropriate accommodation.

10.3 Surveys will be carried out with the occupants of new homes, and equality and diversity results analysed and compared with other relevant data sets such as the Housing Register. This will allow the Council to understand whether any protected characteristic groups are over or under-represented in new build homes and take appropriate action if required.

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 Council Build: Through its own delivery programme, the Council has the ability to ensure that the new homes are high quality and energy efficient, which will contribute to reducing domestic carbon emissions in the longer-term.

11.3 Acquisitions: The level of carbon emissions allowed for all new homes is subject to increasing controls. Changes to Part L of the building regulations came into force in June 2022, requiring a 31% reduction in CO2 emissions compared to 2013 standards. All new homes that submit plans after June 2022 or which have not begun construction before June 2023 must comply. New homes acquired by the Council from private builders are specified and built to the housebuilder's usual specification with some changes paid for by the Council to ensure the Council's requirements are met. Further to this the Council will examine whether further changes can be agreed, on a case-by-

case basis, to reduce carbon emissions beyond the requirements of building regulations.

11.4 Both Council-build and acquisitions will ultimately increase emissions. Whilst mitigations are in place, with an explicit aim to exceed Building Regulations Part L requirements where feasible, the overall net carbon emissions status of Rotherham's social housing stock will increase in the short term. Homes brought forward with electrically sourced heating and hot water provision, however, should become effective carbon neutral once the electricity grid itself achieves zero-carbon. In addition to delivering new homes, the Council continues to improve and sustain its existing homes, including investment to maintain the Decent Homes Standard and improve energy and thermal efficiency.

12. Implications for Partners

12.1 Housing associations continue to play an important role in delivering affordable housing in Rotherham. The Council has a successful track record of working with housing associations to bring land forward for development and maintains strong relationships with many of the largest and most reputable organisations through the Rotherham Strategic Housing Forum, although no land is proposed for sale to Housing Associations at this time.

13. Risks and Mitigation

13.1 The key risks are summarised in the table below. A detailed risk assessment will be provided alongside the business case for individual schemes as they are brought forward.

Risk	Mitigation
Pressure on construction labour and materials (both in terms of supply and costs) resulting from the Covid pandemic, EU Exit and invasion of Ukraine.	Regular risk reviews, advance ordering, and storage of materials where appropriate / possible, ongoing monitoring of impacts.
Site suitability - even at a late stage in the process, sites can be found to be unsuitable (for example due to severe contamination or high flood risk) or need to be restricted in terms of the type and numbers of new housing which can ultimately be achieved.	Scheme procurement is likely to take place via a two-stage 'design and build' process which will allow sites to be appraised and suitable designs to be determined in advance of the Council entering into build contracts. This will help ensure that particularly problematic sites are dealt with and potentially removed from the programme before the Council is contractually committed to build. Grant funding will also help the Council to mitigate against the cost of ground remediation works but where a site is ultimately unsuitable for development it will not be brought forward.

Delays to housing development schemes resulting from utilities connections and other statutory undertakings	Early engagement with relevant organisations and internal services, and robust project management processes in place with realistic contingencies for costs and delays
Internal staff capacity – Housing, Legal, Procurement, Asset Management etc	Explore different partnering arrangements to reduce client-side resource pressures, including pre-contract service agreements whereby the contractor carries out early feasibility work at risk. Ongoing dialogue between services regarding forward planning and resource requirements, and HRA contributions to staffing costs in key supporting services.
Community opposition	Early and regular consultation with Ward Members, communication strategy to provide information on the schemes and explain the rationale. Formal consultation also takes place as part of the Planning process.
Funding availability / eligibility	Continual dialogue with external funding bodies. Investment of time in robust business case preparation to ensure overall costs remain within approved HRA Business Plan affordability modelling and Capital Programme approvals. Regular meetings with Finance colleagues to monitor programme.

14. Accountable Officers

James Clark, Assistant Director of Housing

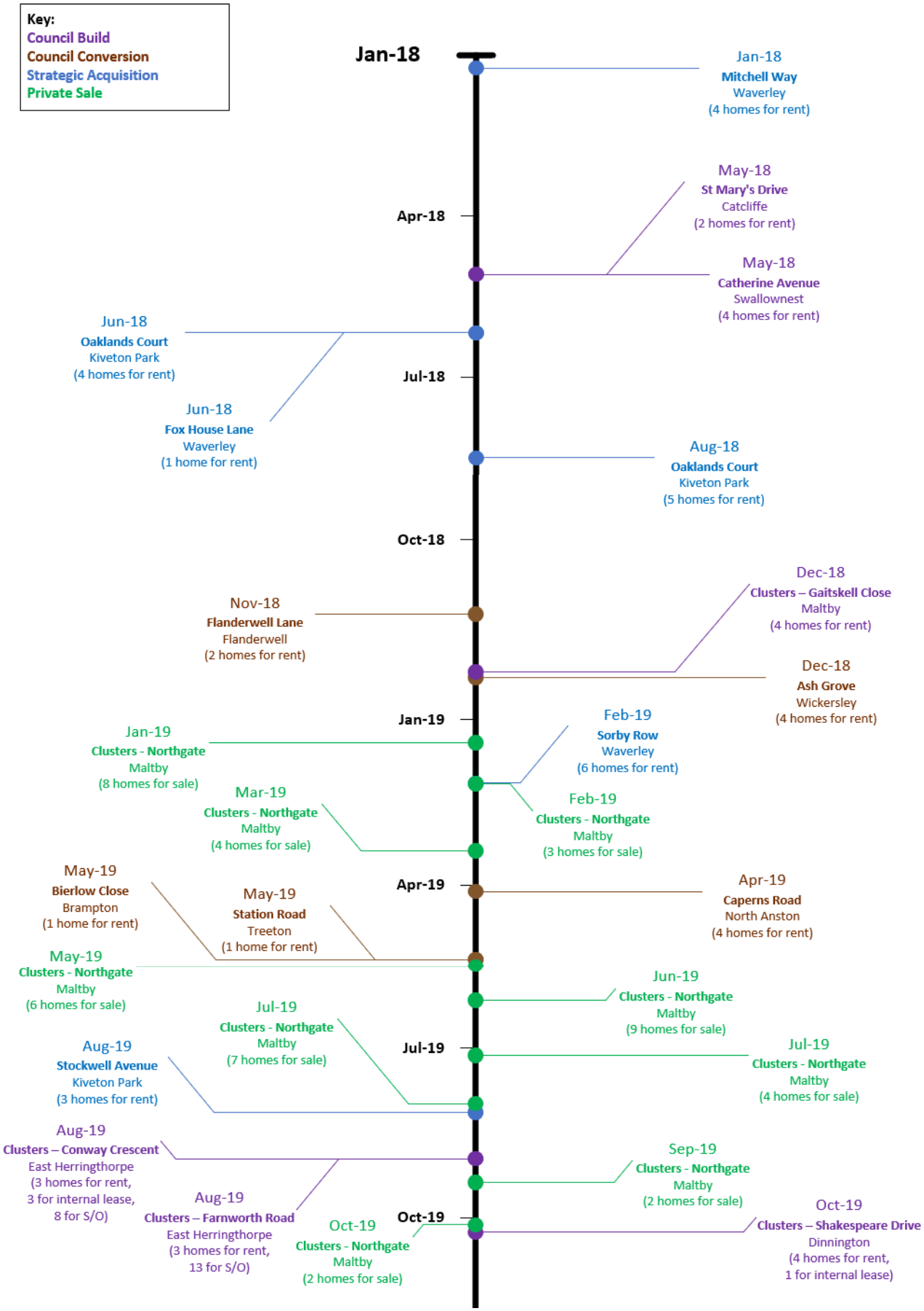
Approvals obtained on behalf of Statutory Officers: -

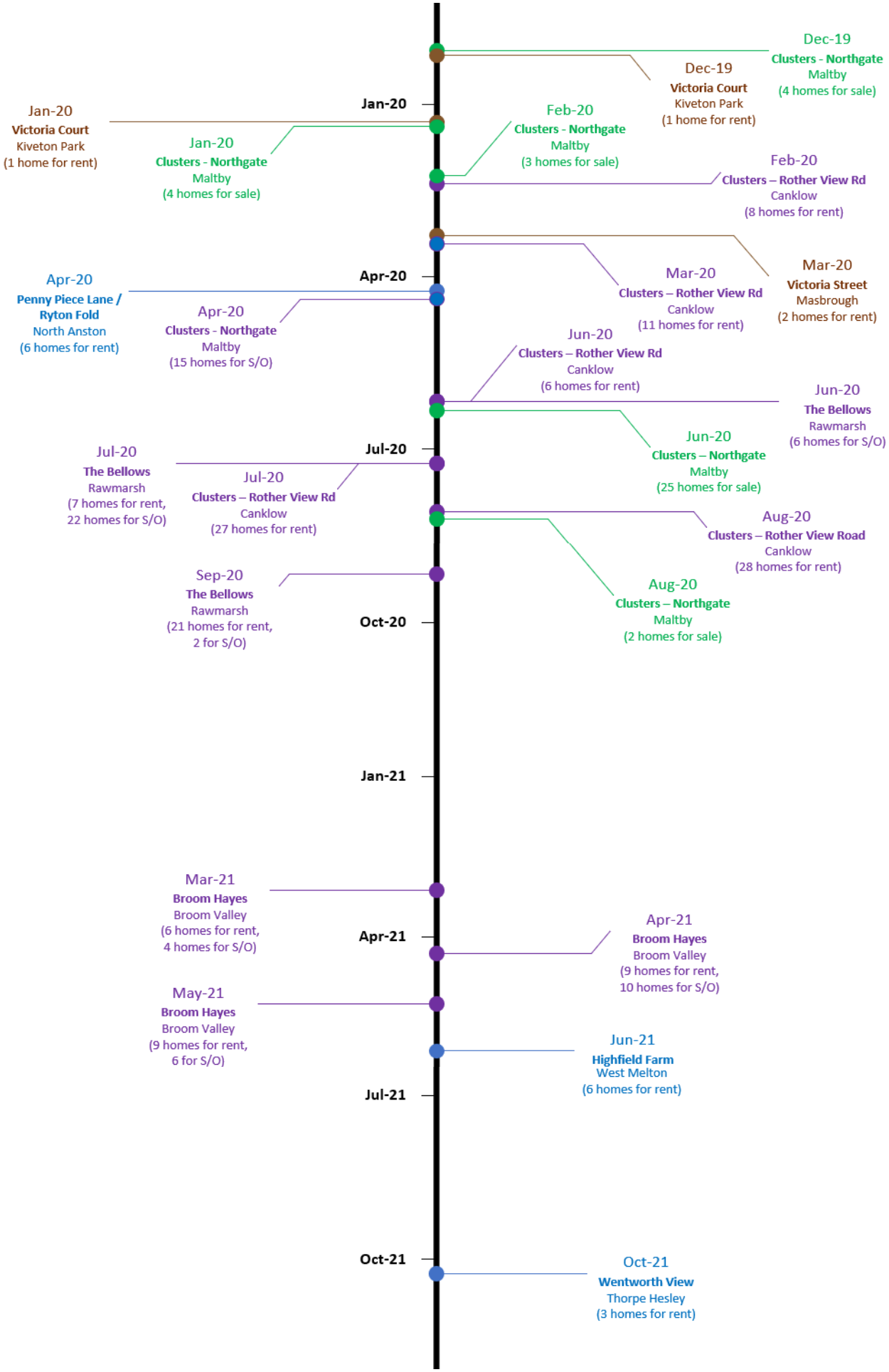
	Named Officer	**Date**
Chief Executive	Sharon Kemp	08/01/2024
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	03/01/2024
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	03/01/2024

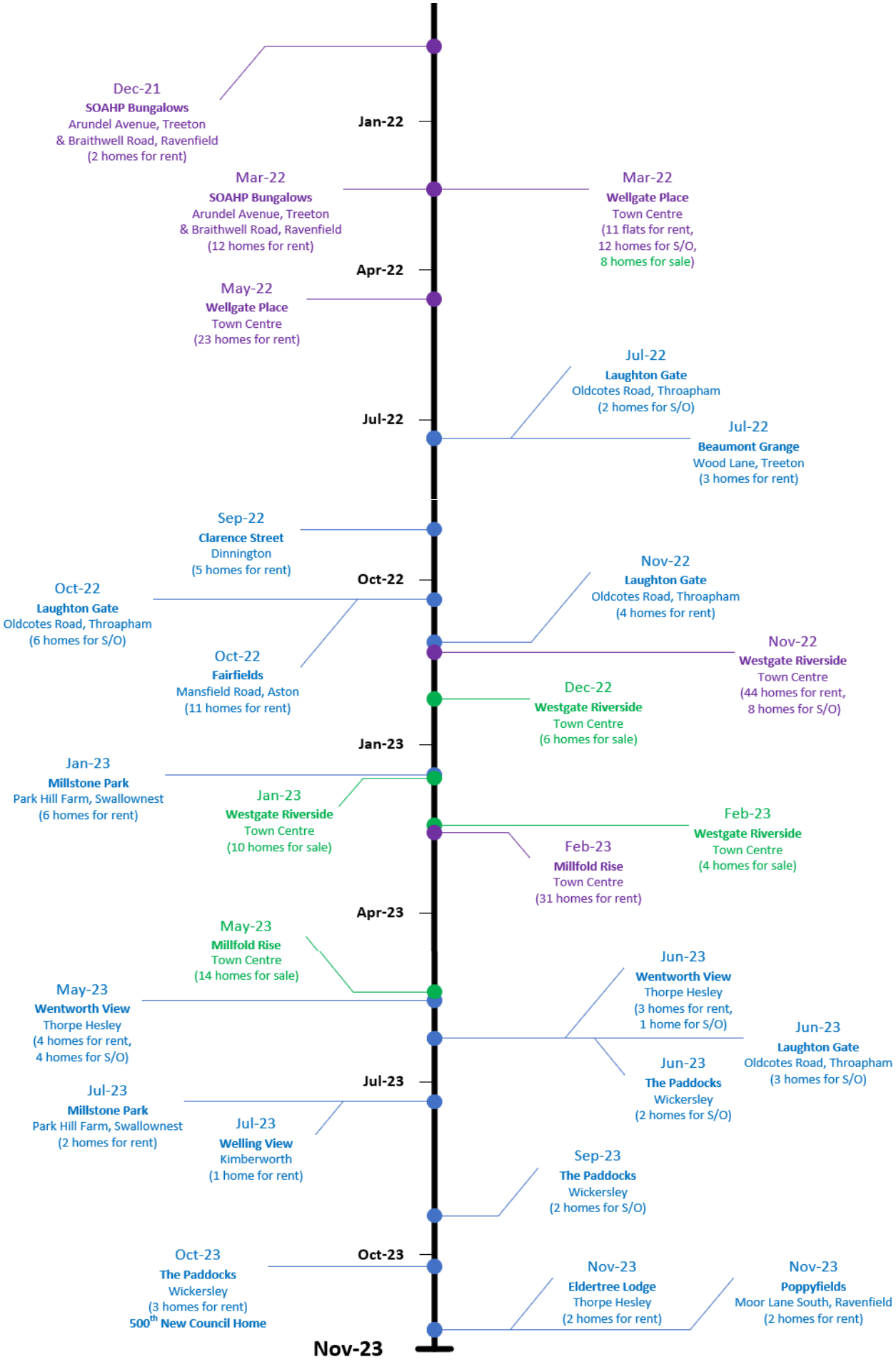
Report Author: David Bagnall, Housing Development Manager

This report is published on the Council's website.

Appendix 1: Delivery Timeline – January 2018 to November 2023




Dec-19
Clusters - Northgate
Maltby
(4 homes for sale)
Dec-19
Victoria Court
Kiveton Park
(1 home for rent)
Jan-20
Jan-20
Victoria Court
Kiveton Park
(1 home for rent)
Feb-20
Clusters - Northgate
Maltby
(3 homes for sale)
Jan-20
Clusters - Northgate
Maltby
(4 homes for sale)
Feb-20
Clusters – Rother View Rd
Canklow
(8 homes for rent)
Mar-20
Victoria Street
Masbrough
(2 homes for rent)
Apr-20
Apr-20
Penny Piece Lane / Ryton Fold
North Anston
(6 homes for rent)
Mar-20
Clusters – Rother View Rd
Canklow
(11 homes for rent)
Apr-20
Clusters - Northgate
Maltby
(15 homes for S/O)
Jun-20
Clusters – Rother View Rd
Canklow
(6 homes for rent)
Jun-20
The Bellows
Rawmarsh
(6 homes for S/O)
Jun-20
Clusters – Northgate
Maltby
(25 homes for sale)
Jul-20
Jul-20
The Bellows
Rawmarsh
(7 homes for rent,
22 homes for S/O)
Jul-20
Clusters – Rother View Rd
Canklow
(27 homes for rent)
Aug-20
Clusters – Rother View Road
Canklow
(28 homes for rent)
Sep-20
The Bellows
Rawmarsh
(21 homes for rent,
2 for S/O)
Aug-20
Clusters – Northgate
Maltby
(2 homes for sale)
Oct-20
Jan-21
Mar-21
Broom Hayes
Broom Valley
(6 homes for rent,
4 homes for S/O)
Apr-21
Apr-21
Broom Hayes
Broom Valley
(9 homes for rent,
10 homes for S/O)
May-21
Broom Hayes
Broom Valley
(9 homes for rent,
6 for S/O)
Jun-21
Highfield Farm
West Melton
(6 homes for rent)
Jul-21
Oct-21
Oct-21
Wentworth View
Thorpe Hesley
(3 homes for rent)


Dec-21
SOAHP Bungalows
Arundel Avenue, Treeton
& Braithwell Road, Ravenfield
(2 homes for rent)
Jan-22
Mar-22
SOAHP Bungalows
Arundel Avenue, Treeton
& Braithwell Road, Ravenfield
(12 homes for rent)
Mar-22
Wellgate Place
Town Centre
(11 flats for rent,
12 homes for S/O,
8 homes for sale)
Apr-22
May-22
Wellgate Place
Town Centre
(23 homes for rent)
Jul-22
Laughton Gate
Oldcotes Road, Throapham
(2 homes for S/O)
Jul-22
Jul-22
Beaumont Grange
Wood Lane, Treeton
(3 homes for rent)
Sep-22
Clarence Street
Dinnington
(5 homes for rent)
Oct-22
Oct-22
Laughton Gate
Oldcotes Road, Throapham
(6 homes for S/O)
Nov-22
Laughton Gate
Oldcotes Road, Throapham
(4 homes for rent)
Nov-22
Westgate Riverside
Town Centre
(44 homes for rent,
8 homes for S/O)
Oct-22
Fairfields
Mansfield Road, Aston
(11 homes for rent)
Dec-22
Westgate Riverside
Town Centre
(6 homes for sale)
Jan-23
Jan-23
Millstone Park
Park Hill Farm, Swallownest
(6 homes for rent)
Jan-23
Westgate Riverside
Town Centre
(10 homes for sale)
Feb-23
Westgate Riverside
Town Centre
(4 homes for sale)
Feb-23
Millfold Rise
Town Centre
(31 homes for rent)
Apr-23
May-23
Millfold Rise
Town Centre
(14 homes for sale)
Jun-23
Wentworth View
Thorpe Hesley
(3 homes for rent,
1 home for S/O)
May-23
Wentworth View
Thorpe Hesley
(4 homes for rent,
4 homes for S/O)
Jun-23
Laughton Gate
Oldcotes Road, Throapham
(3 homes for S/O)
Jun-23
The Paddocks
Wickersley
(2 homes for S/O)
Jul-23
Jul-23
Millstone Park
Park Hill Farm, Swallownest
(2 homes for rent)
Jul-23
Welling View
Kimberworth
(1 home for rent)
Sep-23
The Paddocks
Wickersley
(2 homes for S/O)
Oct-23
Oct-23
The Paddocks
Wickersley
(3 homes for rent)
500th New Council Home
Nov-23
Eldertree Lodge
Thorpe Hesley
(2 homes for rent)
Nov-23
Poppyfields
Moor Lane South, Ravenfield
(2 homes for rent)
Nov-23

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Appendix 2: Photographic summary of delivery – January 2018 to November 2023

January 2018: Mitchell Way, Waverley (strategic acquisition)

- four homes for Council rent



May 2018: St Marys Drive, Catcliffe (Council build)

- two bungalows for Council rent



May 2018: Catherine Avenue, Swallownest (Council build)

- four bungalows for Council rent



June 2018: Oaklands Court, Kiveton Park (strategic acquisition)

- nine homes for Council rent



August 2019: Stockwell Avenue, Kiveton Park (strategic acquisition)

- three bungalows for Council rent



September 2019: Clusters – Conway Crescent and Farnworth Road (Council build)

- nine homes for Council rent (three leased internally)
- 21 homes for Council shared ownership











October 2019: Clusters – Shakespeare Drive, Dinnington (Council build)

- five homes for Council rent (one leased internally)



April 2020: Ryton Fold, (Penny Piece Lane) North Anston (strategic acquisition)

- six bungalows for Council rent



August 2020: Clusters – Northgate, Maltby (Council build)

- 83 homes for open market sale
- 15 apartments for older people's Council shared ownership











August 2020: Clusters – Rother View Road, Canklow (Council build)

- 80 homes for Council rent



September 2020: The Bellows, Rawmarsh (Council build)

- 28 homes for Council rent
- 30 homes for Council shared ownership







May 2021: Broom Hayes, Broom Valley (Council build)

- 24 homes for Council rent
- 20 homes for Council shared ownership





June 2021: Highfield Farm, West Melton (strategic acquisition)

- six bungalows for Council rent



October 2021: Wentworth View, Thorpe Hesley (strategic acquisition)

- three homes for Council rent (first of 22 homes to be acquired in total)



March 2022: Braithwell Road, Ravenfield (Council build)

- six bungalows for Council rent



March 2022: Arundel Avenue, Treeton (Council build)

- eight bungalows for Council rent



May 2022: Wellgate Place, Town Centre (Council build)

- 23 homes for Council rent
- 23 homes for Council shared ownership
- 8 homes for open market sale







July 2022: Beaumont Grange, Treeton (strategic acquisition)

- three homes for Council rent (first of 14 homes to be acquired in total)



July 2022: Laughton Gate, Throapham (strategic acquisition)

- two homes for Council rent (first of 42 homes to be acquired in total)



September 2022: Clarence Street, Dinnington (strategic acquisition)

- five homes for Council rent



October 2022: Fairfields, Aston (strategic acquisition)

- 11 bungalows for Council rent



November 2022: Westgate Riverside, Town Centre (Council build)

- 44 homes for Council rent
- eight for Council shared ownership







January 2023: Millstone Park, Swallownest (strategic acquisition)

- six homes for Council rent (first of 10 to be acquired in total)



May 2023: Millfold Rise, Town Centre (Council build)

- 31 homes for Council rent
- 14 homes for private sale





June 2023: The Paddocks, Wickersley (strategic acquisition)

- two homes for Council shared ownership (first of 12 to be acquired in total)



July 2023: Welling View, Kimberworth (strategic acquisition)

- one bungalow for Council rent



October 2023: 500th Home

- three further homes from The Paddocks in Wickersley, constituting the 499th, 500th, and 501st homes since January 2018, all for Council rent



November 2023: Eldertree Court, Thorpe Hesley (strategic acquisition)

- two bungalows for Council rent



November 2023: Poppyfields, Ravenfield (strategic acquisition)

- two homes for Council rent (first of 22 to be acquired in total)



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Appendix 3: Council-owned sites for residential development

Development of individual schemes is subject to appropriate consultation involving local ward members and sign-off of a completed capital business case. This content will be regularly refreshed to ensure that the latest position is presented to Cabinet in subsequent reports. All figures provided are as at 30 November 2023.

Table 1.1 Homes completed

The following homes have been completed and brought into the Council's housing stock since January 2018. This list is in order of completion.

Scheme	Location	Ward	Cabinet Report	Completion	Council Rent	Council S/O	Market Sale	Total
St Mary's Drive	Catcliffe	Rother Vale	Jul 2017	May 2018	2	0	0	2
Catherine Avenue	Swallownest	Aston & Todwick	Jul 2017	May 2018	4	0	0	4
Stock Conversion: Flanderwell Lane	Flanderwell	Wickersley North	Feb 2015	Nov 2018	2	0	0	2
Stock Conversion: Ash Grove	Wickersley	Wickersley North	Feb 2015	Dec 2018	4	0	0	4
Clusters: Gaitskell Close	Maltby	Maltby East	Sep 2016	Dec 2018	4	0	0	4
Stock Conversion: Caperns Road	North Anston	Anston & Woodsetts	Feb 2015	Apr 2019	4	0	0	4
Stock Conversion: Bierlow Close	Brampton	Hoober	Feb 2015	May 2019	1	0	0	1
Stock Conversion: Station Road	Treeton	Rother Vale	Feb 2015	May 2019	1	0	0	1
Clusters: Farnworth Road	East Herringthorpe	Dalton & Thrybergh	Sep 2016	Sep 2019	3	13	0	16
Clusters: Conway Crescent	East Herringthorpe	Dalton & Thrybergh	Sep 2016	Sep 2019	6	8	0	14
Clusters: Shakespeare Drive	Dinnington	Dinnington	Sep 2016	Oct 2019	5	0	0	5
Stock Conversion: Victoria Court	Kiveton Park	Wales	Feb 2015	Jan 2020	2	0	0	2
Stock Conversion: Victoria Street	Masbrough	Rotherham West	Feb 2015	Mar 2020	2	0	0	2
Clusters: Rother View Road	Canklow	Boston Castle	Sep 2016	Aug 2020	80	0	0	80
Clusters: Northgate	Maltby	Hellaby & Maltby West	Sep 2016	Aug 2020	0	15	83	98
The Bellows	Rawmarsh	Rawmarsh West	Dec 2017	Sep 2020	28	30	0	58
Broom Hayes	Broom Valley	Boston Castle	Dec 2017	May 2021	24	20	0	44
SOAHP Bungalows: Arundel Avenue	Treeton	Rother Vale	Dec 2017	Mar 2022	8	0	0	8
SOAHP Bungalows: Braithwell Road	Ravenfield	Bramley & Ravenfield	Dec 2017	Mar 2022	6	0	0	6
Town Centre Sites: Wellgate Place	Town Centre	Boston Castle	Oct 2017	May 2022	34	12	8	54
Town Centre Sites: Westgate Riverside	Town Centre	Boston Castle	Oct 2017	Feb 2023	44	8	20	72
Town Centre Sites: Millfold Rise	Town Centre	Boston Castle	Oct 2017	Apr 2023	31	0	14	45
				Totals	**295**	**106**	**125**	**526**

Table 1.2 Homes in construction (contract secured)

The following schemes are in contract, but the homes haven't yet been completed. This list is ordered by estimated completion.

Scheme	Location	Ward	Cabinet Report	Est. Completion	Council Rent	Council S/O	Market Sale	Total
East Herringthorpe Small Sites	East Herringthorpe	Dalton & Thrybergh	Sep 2020	Mar 2024	10	0	0	10
				Totals	**10**	**0**	**0**	**10**

Table 1.3 Approved pipeline

The following sites have previously been presented to Cabinet and being progressed through feasibility and design, but no construction contract is yet in place and it remains possible that some sites will not be delivered. This list is ordered by ward.

Scheme	Location	Ward	Cabinet Report	Project status	Council Rent	Council S/O	Market Sale	Total
Mill Lane	South Anston	Anston & Woodsetts	Mar 2021	In assessment	3	0	0	3
Occupation Road	Broom Valley	Boston Castle	Jan 2023	Design started	6	0	0	6
Warden Street	Canklow	Boston Castle	Jul 2022	Pre-planning	13	0	0	13
Wadsworth Road	Bramley	Bramley & Ravenfield	Mar 2021	In assessment	3	0	0	3
Thrybergh Zero-Carbon Prototype	Thrybergh	Dalton & Thrybergh	Sep 2020	Pre-contract	3	0	0	3
Addison Road	Maltby	Hellaby & Maltby West	Jan 2023	Pre-planning	27	0	0	27
Elm Tree Road	Maltby	Hellaby & Maltby West	Mar 2021	Pre-planning	2	0	0	2
Larch Road	Maltby	Hellaby & Maltby West	Jan 2023	Pre-planning	16	0	0	16
Albert Rd (Princess Street Site B)	West Melton	Hoober	Jan 2023	Pre-planning	4	0	0	4
Princess Street (Site A)	West Melton	Hoober	Mar 2021	Pre-planning	6	0	0	6
Ship Inn	Swinton	Kilnhurst & Swinton East	Jan 2023	Pre-planning	4	0	0	4
Symonds Avenue	Rawmarsh	Rawmarsh West	Jan 2023	Design started	6	0	0	6
Far Lane	East Dene	Rotherham East	Jan 2023	Design started	6	0	0	6
Netherfield Court	Eastwood	Rotherham East	Mar 2021	Pre-planning	19	0	0	19
York Road	Eastwood	Rotherham East	Mar 2021	Pre-planning	12	0	0	12
Cedric Crescent (2 sites)	Thurcroft	Thurcroft & Wickersley Sth	Mar 2021	In assessment	5	0	0	5
St Edmunds Avenue	Thurcroft	Thurcroft & Wickersley Sth	Mar 2021	In assessment	3	0	0	3
Carver Close	Harthill	Wales	Jul 2022	Pre-planning	7	0	0	7

Littlemoor Avenue (2 sites)	Kiveton Park	Wales	Mar 2021	In assessment	4	0	0	4
Sycamore Avenue (Site A)	Kiveton Park	Wales	Mar 2021	In assessment	1	0	0	1
Sycamore Avenue (Site B)	Kiveton Park	Wales	Jul 2023	In assessment	1	0	0	1
Denman Road	Wath	Wath	Jan 2023	Design started	6	0	0	6
				Totals	**157**	**0**	**0**	**157**

Table 1.4 Newly identified sites

Cabinet approval is sought to bring forward the following sites to build new Council homes. These sites have been identified for inclusion in the pipeline since the previous programme report was approved at Cabinet in January 2023. Estimated new homes are subject to change, and not all sites may ultimately prove developable. This list is ordered by ward.

Scheme	Location	Ward	Cabinet Report	Internal Status	Council Rent	Council S/O	Market Sale	Total
Boswell Street	Herringthorpe	Boston Castle	New	General Fund	30	0	15	45
Symonds Avenue (Site B)	Rawmarsh	Rawmarsh West	New	HRA	4	0	0	4
Grayson Road	Greasbrough	Rotherham North	New	General Fund	16	0	0	16
Tenter Street	Thornhill	Rotherham West	New	General Fund	15	0	0	15
Denman Road (Site B)	Wath	Wath	New	HRA	4	0	0	4
Denman Road (Site C)	Wath	Wath	New	HRA	4	0	0	4
				Totals	**73**	**0**	**15**	**88**

Table 1.5 Total forecast delivery – all new homes

The following delivery may be achieved by March 2026 if all sites and estimated homes are brought forward.

Category	Council Rent	Council S/O	Market Sale	Total
1.1 Completed homes	295	106	125	526
1.2 Homes in contract	10	0	0	10
1.3 Approved pipeline	157	0	0	157
1.4 Newly identified sites	73	0	15	88
Totals	**535**	**106**	**140**	**781**

Table 1.6 Sites no longer proceeding

The following sites have been proposed for Council development in previous Cabinet reports, but it has since been determined that the development of the sites is currently unfeasible.

Scheme	Cabinet Report	Removed	Reason	Original Est.
Langley Close (Site 1), East Herringthorpe	Sep 2020	Jul 2022	Originally proposed as part of a small sites cluster in East Herringthorpe, the site is too constrained to make development feasible. Other sites within the cluster are still being brought forward.	1
Arbour Drive, Thurcroft	Mar 2021	Jan 2023	Originally proposed as part of a small sites cluster in Thurcroft, the site is too constrained for make development feasible. Other sites within the cluster are still being brought forward.	1
The Crescent End, Thurcroft	Mar 2021	Jan 2023	Originally proposed as part of a small sites cluster in Thurcroft, the site is too constrained for make development feasible. Other sites within the cluster are still being brought forward.	2
Christchurch Road (Sites 1 & 2), West Melton	Mar 2021	Jan 2023	Originally proposed as part of a small sites cluster in West Melton, the site is too constrained for make development feasible. One site from the cluster (Princess Street) is still being brought forward.	3
Dryden Road (Sites 1 & 2), West Melton	Mar 2021	Jan 2023	Originally proposed as part of a small sites cluster in West Melton, the site is too constrained for make development feasible. One site from the cluster (Princess Street) is still being brought forward.	3
General Fund 'Site A'	Jan 2023	Jul 2023	Development would require demolition of some existing commercial units for which the Council hasn't yet secured vacant possession, therefore development of the site by March 2026 is unlikely.	10
General Fund 'Site B'	Jan 2023	Jul 2023	The site suffers from constrained access which has been made worse by encroachment from an adjacent resident. The time needed to resolve the encroachment makes development by March 2026 unlikely.	30
General Fund 'Site C'	Jan 2023	Jul 2023	The site has an active commercial tenant which will require termination of the lease. The lease can only be ended with extensive notice therefore development of the site by March 2026 is unlikely.	110
			Total	**160**

Appendix 4: General Fund sites for appropriation

To support delivery of the Housing Delivery Programme, several more land and property assets currently held within the General Fund have been considered for inclusion. To deliver new Council homes on these sites, the assets would need to be formally appropriated to the HRA and the following sites are proposed for imminent appropriation, with Cabinet approval sought accordingly.

Boswell Street, Herringthorpe

The Boswell Street site is allocated for residential development within the Council's Local Plan, site reference H29. The site has had structures and hard surfacing in situ previously and is therefore brownfield.

The site is within Council ownership but has not yet been brought forward for any form of development and it is now proposed to develop the site through the Housing Delivery Programme for new Council homes. The Local Plan estimates delivery numbers at 61, however a site capacity study allowing for expected site challenges indicates that 45 homes is a more likely delivery number, subject to the final property mix being determined.

It is also not proposed for the site to deliver wholly Council rented homes as this would create a large 'mono-tenure' development when the strategic preference is for mixed and sustainable communities. Given the size of the site, it is also unlikely that it could be fully developed by March 2026, meaning a two-phase delivery is considered likely, prioritising the new Council homes. The current Programme estimate for potential Council homes by March 2026 is 30.

Appropriation to the HRA will take place once planning permission has been secured, estimated at winter 2024.

Grayson Road, Greasbrough

The Grayson Road site is allocated for residential development within the Council's Local Plan, site reference H6. The site is currently being utilised as a compound to support Council housing repairs and maintenance activity. The site is brownfield.

The site is within Council ownership but has not yet been brought forward for any form of development and it is now proposed to develop the site through the Housing Delivery Programme for new Council homes. The Local Plan estimates delivery numbers at 18, however a site capacity study allowing for expected site challenges indicates that 16 homes is a more likely delivery number, subject to the final property mix being determined. The current Programme estimate for potential Council homes by March 2026 is 16.

Appropriation to the HRA will take place once planning permission has been secured, estimated at winter 2024.

Tenter Street, Thornhill

The Tenter Street/Walter Street site is allocated for residential development within the Council's Local Plan, site reference H8. The site previously held the former Thornhill School, which was relocated many years ago and the site has been unmanaged since, resulting in the site now consisting of self-seeded, low value shrubs and trees. The site is brownfield.

The site is within Council ownership but has not yet been brought forward for any form of development and it is now proposed to develop the site through the Housing Delivery Programme for new Council homes. The Local Plan estimates delivery numbers at 13, however a site capacity study allowing for expected site challenges indicates that the site has potential to deliver more homes, possibly up to 20. The current Programme estimate for potential Council homes by March 2026 is 15.

Appropriation to the HRA will take place once planning permission has been secured, estimated at winter 2024.

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

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Appendix 6

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: Housing Delivery Programme Report – 2024/25	
Directorate: Adult Care, Housing and Public Health	**Service area:** Strategic Housing and Development
Lead person: David Bagnall	**Contact number:** 01709 823814
Is this a: ☐ **Strategy / Policy** ☒ **Service/Function** ☐ **Other** **If other, please specify**	

2. Please provide a brief description of what you are screening
This report sets out proposals which will continue to support the delivery of hundreds of new council homes by March 2026, through a combination of development on Council owned land and the acquisition of homes from the private sector.

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? *(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)*	✓	
Could the proposal affect service users? *(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)*	✓	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? *(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)*	✓	
Have there been or likely to be any public concerns regarding the proposal? *(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)*	✓	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? *(If the answer is yes you may wish to seek advice from commissioning or procurement)*	✓	
Could the proposal affect the Council's workforce or employment practices? *(If the answer is yes you may wish to seek advice from your HR business partner)*		✓

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)*

Through the Housing Delivery Programme, the Council aims to meet a range of housing needs based on data and evidence held about local demographics and trends. The housing to be built will help to ensure the following groups can access good quality, affordable and well managed homes: families, older people, people with disabilities, single person households. The Programme has also been designed to ensure homes are built in a range of areas across the borough including deprived areas where the private sector is unlikely to deliver the homes needed, without public sector intervention. Improving deprived areas through housing and regeneration helps to tackle inequalities.

Council homes are let via the Allocations Policy, for which a full equalities assessment has been carried out. This will ensure homes are allocated fairly and that no groups with protected characteristics are disadvantaged.

The Strategic Housing and Development Service contacts tenants who move into new build properties to carry out a follow-up questionnaire or 'new build survey'. This is done to find out more about the people who have moved into recently built council homes. The equalities and diversity information is analysed and compared against the profile of people on the Council's Housing Register, so we can identify any potential issues i.e. certain protected characteristic groups being under or over-represented in new build properties.

- **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)*

An assessment of the Programme has found that it will enable delivery of homes to meet a range of needs including people with disabilities, older people, families with children and single people.

The delegated powers being sought as part of the report will allow individual schemes to be shaped in consideration of the different housing needs for each area.

Actions

- Conduct new build survey and analyse equalities and diversity data (ongoing)
- For each scheme, consult with colleagues in ASC and CYPS to identify any particular needs that can be met through the scheme - ongoing
- Review this equalities analysis annually, alongside future annual housing development Cabinet reports - annual

Date to scope and plan your Equality Analysis:	27/11/23

Date to complete your Equality Analysis:	29/11/23
Lead person for your Equality Analysis (Include name and job title):	Nick Ward, Place and Quality Manager

5. Governance, ownership and approval

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

Name	Job title	Date
David Bagnall	Development Manager	01/12/23
Sarah Watts	Strategic Housing Manager	29/11/23

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	29/11/23
Report title and date	Housing Delivery Programme Report – 2024/25
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	22nd January 2024
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	1st December 2023

Appendix 7

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: Housing Delivery Programme – 2024/25	
Date of Equality Analysis (EA): 29th November 2023	
Directorate: Adult Care, Housing and Public Health	**Service area:** Strategic Housing and Development
Lead person: David Bagnall	**Contact number:** 01709 823814
Is this a:	
☐ **Strategy/Policy** ☒ **Service/Function** ☐ **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)**
Kalpana Desai	Rotherham Council	Housing Development Coordinator
Hannah Mitchell	Rotherham Council	Housing Development Coordinator
Nick Ward	Rotherham Council	Place and Quality 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, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

This EA has been produced in support of an upcoming Cabinet report; Housing Delivery Programme – 2024/25. This report provides an update on the Housing Delivery Programme, summarising progress since the previous programme update report was approved by Cabinet in July 2023. Several changes have been made to the programme and renewed approvals are sought accordingly.

The programme has been designed to ensure homes are built in a range of areas across the borough including deprived areas where the private sector is unlikely to deliver the homes needed, without public sector intervention. Improving deprived areas through housing and regeneration helps to tackle inequalities. The Strategic Housing and Development Service has already delivered specialist homes on former garage and brownfield sites which support the diverse housing needs across the borough.

Council homes are let via the Allocations Policy, which is reviewed regularly and is subject to a full equalities assessment. This document ensures new homes are allocated fairly and that no groups with protected characteristics are disadvantaged.

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

The Housing Delivery Programme is underpinned by analysis of housing need and demographic data which has been gained from a variety of sources including:

- Profile of applicants on Council's Housing Register (numbers of households eligible for age restricted accommodation etc). The Housing Occupational Health Team assesses households to determine their need which leads to a

priority of allocation under the Housing Allocations Policy. A regular review of the profile of people on the housing register takes place to help plan for the types of new homes needed.

- Local population demographic data (Census 2021 emerging)
- Indices of Multiple Deprivation
- Profile of existing Council tenants (including protected characteristics)
- Strategic Housing Market Assessment
- Intelligence from Strategic Housing Forum which is attended by partners that represent different interests and groups e.g., homelessness and young people etc
- Ward Members will receive specific briefings on potential sites in their wards and their feedback will be considered and included in individual scheme EAs
- Ward Profiles contain detailed, localised information both profiling housing stock in the ward and demand
- The Strategic Housing and Development service has worked with the Neighbourhood Service to assist with consultation and dissemination of information about development in localities, identifying alignment with ward priorities. Again, any feedback will be included in individual scheme EAs.
- Housing Involvement Panel which includes Council tenant volunteers.
- Data from new rented, shared ownership and open market sales is analysed to understand the equality impact of each development. The profiling of tenants/ owners is also reflected in completions report and any lessons learnt are applied when developing new projects.

Where possible the Delivery Programme will focus on increasing a specific housing type so homes can meet identified local housing needs. This is often where a particular group of people have been disadvantaged by the local housing market i.e., they cannot afford, or do not have choice in where/how they live. The Programme aims to make housing accessible to all regardless of their income and need. This includes taking a role in increasing the supply to meet local need, as well as enabling and encouraging other stakeholders to increase supply across the private market.

Demographic information

- The Census population of Rotherham in 2021 is 265,800, an increase of 8,200 (+3.2%) compared with the 2011 Census, with around half living in and around the main urban area of Rotherham. The remainder live in smaller towns such as Wath, Dinnington and Maltby, and in numerous large villages and rural communities, all of which have their own distinct identities
- The 2021 Census further shows that Rotherham had 113,900 households, compared with 108,300 in the 2011 Census, an increase of 5,600 or 5.2%. In 2021, 17.7% of Rotherham's population were under 15 years, whilst 25.8% were aged 60 or over. The population of Rotherham aged 60 or over is slightly higher than the England figure of 24.2% and the Yorkshire and Humber figure of 25%.
- Rotherham's young population (under 15) increased from 46,000 in 2011 to 47,100 in 2021 (a 2.4% increase). This increase followed a 6% fall from 48,900 in 2001 to 46,000 in 2011. Whilst the school age population has

increased, the number of children aged 0-4 has decreased from 15,738 in 2011 to 14,600 (a 7.3% reduction).

- Rotherham's older population (over 60) has increased from 61,500 in 2011 to 68,600 in the 2021 Census, an 11.5% rise (51,700 in 2001). Rotherham's population is ageing broadly in line with national trends and the percentage aged over 85 increased from 2.1% in 2011 to 2.3% in 2021.

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

None identified following wider discussion with colleagues, and we are seeking to ensure that future housing developments continue to provide for the protected characteristics identified.

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

The overall progress of the Housing Delivery Programme will be reported to Cabinet as part of the request to proceed with the subsequent year's programme.

Progress with individual schemes will be reported to Housing Senior Management Team and other meetings/forums as appropriate.

Officer decisions will be formally recorded and published.

Surveys will continue to be carried out with the occupants of new homes, and equality and diversity results analysed and compared with other relevant data sets such as the Housing Register. This will allow the Council to understand whether any protected characteristic groups are over or under-represented in new build homes and act, if required.

Engagement undertaken with customers. (date and group(s) consulted and key findings)	The Council holds a wealth of housing intelligence data which will be used to determine local housing need and prioritise areas for investment. The Housing Strategy has been refreshed and was approved by Cabinet in May 2022. It sets the direction for housing priorities for the next three years. The local community will be consulted on individual schemes as part of the planning process.
Engagement undertaken with staff (date and group(s)consulted and key findings)	The Cabinet Member for Housing has been engaged in the development of the programme from the outset and has been involved in shaping the overall strategic priorities for

	housing, through the Housing Strategy consultation. Ward Members will receive specific briefings on potential sites in their wards.

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) Through the Housing Delivery Programme, the Council aims to increase choice and access to more homes, particularly affordable homes. Allocation to housing is dealt with via the Council's Allocations Policy. The Policy sets out how priority is allocated to people who have specific needs including people with protected characteristics. The Programme will meet a range of housing needs based on data and evidence held about local demographics and trends. By understanding more about local need and by enabling and delivering a wider range of house types, the Programme should support and help remove the barriers that exist for specific groups of people. Particularly young and older people who are reliant on welfare support, and those who are physically disabled or have a family member who is disabled, requiring ground floor, accessible accommodation. Of the sites listed in this report, consideration is being given to the following specific property types; • Accessible homes for older people (+55 years), • Larger family homes (4 bedrooms) • Homes for wheelchair user and those with acute medical needs Housing Occupational Therapists are consulted when site layouts are being explored.
Does your Policy/Service present any problems or barriers to communities or Groups? No.
Does the Service/Policy provide any positive impact/s including improvements or remove barriers? Homes delivered through the Programme will help to improve quality of life for households who may currently living in accommodation not suitable for their needs.

Individual schemes will be shaped in consideration of the different housing needs for each area, and the overall programme will include homes that meet the following needs: • Larger family homes • Homes for single people • Homes for older people and people with disabilities and/or support needs
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) No negative impacts have been identified/are anticipated.

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: Housing Delivery Programme – 2023/24
Directorate and service area: Adult Care, Housing & Public Health. Strategic Housing & Development Service
Lead Manager: David Bagnall
Summary of findings:
No negative impacts have been identified/are anticipated.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor the impact of the housing development programme on communities or groups according to their protected characteristic	All	Ongoing

***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**
James Clark	Assistant Director of Housing	19/12/23
Ian Spicer	Strategic Director of Adult Care, Housing & Public Health	18/12/23
Councillor Sarah Allen	Deputy Leader, Cabinet Member for Neighbourhood Working, and Cabinet Member for Housing	20/12/23

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	29/11/2023
Report title and date	Housing Delivery Programme Report – 2023/24
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	01/12/2023

Appendix 8

Will the decision/proposal impact…	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across Rotherham as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	No impact on emissions				
Emissions from transport?	Increased emissions / impact unknown	Vehicle movements to and from sites will be generated during demolition and construction will create emissions, through the movement of building and waste materials and personnel. Addition of the homes to the Council's maintenance programme will also result in increased transport emissions in future years.	While it is possible that new households will increase vehicle movements, they may also reduce them, depending on where new residents work and access services. We do not know before a development is built where new residents will move from and whether this move will increase or decrease vehicle movements. However, it should be noted that the housing provision within this development includes provision for car parking as per planning policy. This does not in itself discourage car use, but this issue is outside of the remit of this carbon impact assessment.	Where appropriate, prospective contractors will be required to demonstrate how they will minimise and mitigate emissions from vehicle movements as part of the construction, during the tendering process. All new housing developments are subject to planning controls and the planning process at the plan and policy development and planning application stages takes into account vehicle movements.	Assessment of whether the new households increase or decrease carbon emissions through vehicle movements is not monitored at this time. Overall Borough emissions are reported annually but are subject to a 2 year lag.

Appendix 8

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
			Some new properties included in the programme, i.e., the homes the Council purchases as strategic acquisitions will be built regardless of whether the Council purchases them or not.		
Emissions from waste, or the quantity of waste itself?	Increased emissions	Construction will generate waste materials through demolition, exporting of materials from groundworks and waste construction materials.	Although new households may not necessarily mean more people living in the Borough, they are likely to create a small increase in the overall volume of waste created and, in the distance travelled by waste collection vehicles.	Where appropriate, prospective contractors will be required to produce a plan demonstrating how they will minimise and mitigate vehicle emissions from the movement of waste, during the tendering process. This will include the recycling / re use of materials on site where possible.	Where appropriate, we will monitor contractors implementation of wastes minimisation and management plans.
Emissions from housing and domestic buildings?	Increased emissions	No direct emissions increase for the council.	The new properties built as part of the programme will increase emissions from the heating, lighting and powering of the new properties.	The Council will ensure that the new homes are high quality, energy efficient and able to meet the challenge of climate change.	Construction will be monitored to ensure that specifications are met and, where appropriate, the energy performance of new buildings will

Appendix 8

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
			Properties designed using the Future Homes Standard should decarbonise as the grid becomes more renewable without additional retrofit and are estimated to be 75% more efficient than part L building regulations. However, as some of these are new builds, there will still be additional emissions until the National Grid becomes decarbonised and as part of the buildings embodied carbon.	The use of modern methods of construction will be considered, where value for money can be demonstrated as well as carbon reduction.	be monitored once occupied to ensure that the stated performance standards are met.
Emissions from construction and/or development?	Increased emissions	Emissions will be increased from on site vehicles and equipment and the lighting of the sites. Also, from the heating lighting and powering of site offices and cabins. The manufacture of construction materials will increase emissions.	The emissions produced in the short term through construction and materials used will impact on Borough wide emissions. Some of the building materials will be manufactured within the Borough. Removal of trees without replacement could,	The use of modern methods of construction will be considered for all new schemes, where value for money can be demonstrated as well as carbon reduction. Where trees are present on a development site they will be retained	This will be monitored through the procurement process.

Appendix 8

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
			depending how they are disposed of, increase carbon emissions. This activity will also reduce the carbon sequestration capacity of the Borough.	where possible. The planning process deals with protection of trees on development sites and where it allows their removal usually requires equivalent or better replacement.	
Carbon capture (e.g. through trees)?	Unknown	It is possible that some mature trees will be removed as part of the development of new sites which will impact on the borough's ability to capture carbon. Some of the Council's own construction projects will include the planting of trees as part of any landscaping schemes.	The balance between removal of mature trees and re-planting as part of landscaping schemes is unknown.	N/A	Unknown
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:
Emissions will be generated from energy use associated with construction sites, the vehicle movements associated with construction personnel, materials and waste. The manufacture of construction materials will also generate emissions. New homes will generate new emissions mainly through lighting and heating and the powering of domestic appliances. These increases will be mitigated through the requirement for prospective contractors to demonstrate how they will reduce emissions from the above and monitored through the construction

period. The Council will continue to ensure that new homes are as energy efficient as possible and employ the use of modern methods of construction where value for money can be demonstrated as well as carbon reduction. The actual energy performance of new homes will be monitored to ensure that they meet expected standards.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Nick Ward, Place and Quality Manager, Strategic Housing and Development Service, Adult Care, Housing and Public Health
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.
Tracking [Completed by Climate Change Officer]	Louise Preston, Climate Change Manager CIA189

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Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet – 22 January 2024

Report Title
HRA Business Plan, Rent Setting and Service Charges 2024-25

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

Strategic Director Approving Submission of the report
Ian Spicer, Strategic Director for Adult Care, Housing and Public Health

Report Author(s)
Paul Elliott, Head of Housing Income and Support Services
01709 822494
Kath Andrews, Finance Manager

Ward(s) Affected
Borough-Wide – all wards

Report Summary

The Housing Revenue Account (HRA) records all expenditure and income relating to the provision of Council housing and related services, and the Council is required to produce an HRA Business Plan setting out its investment priorities over a 30-year period. Following the introduction of HRA self-financing in 2012, the Council was awarded control over its HRA in return for taking on a proportion of national housing debt.

The proposed 2024/25 HRA Business Plan makes funding provision of £126m for hundreds more Council homes by 2026 and commits £856m to investment in the housing stock, alongside day-to-day housing management and repairs and maintenance costs. Over the short to medium term forecast, the Business Plan is operating at or around the minimum balance, with a small surplus of £9.432m by Year 30 of the Business Plan period. However, it is likely that investment in decency and energy efficiency will need to increase over the coming years: the Business Plan makes provision for enhanced stock condition surveys which will support future investment decisions.

Alongside providing the draft HRA budget for 2024/25, the report recommends proposed increases in housing rents, non-dwelling rents, District Heating charges and other service charges. It is recommended that Council dwelling rents are increased by 7.7%.

Recommendations

That Cabinet recommends to Council to: -

1. Approve the proposed 2024-25 Base Case Option C for the HRA Business Plan.

2. Note that the Business Plan will be reviewed annually to provide an updated financial position.

3. Agree that Council dwelling rents are increased by 7.7% in 2024/25 (Option 3).

4. Agree that the Council should retain the policy of realigning rents on properties at below formula rent to the formula rent level when the property is re-let to a new tenant.

5. Agree that shared ownership rents are increased by 9.4% in 2024/25.

6. Agree that charges for garages and parking spaces, communal facilities, cooking gas and use of laundry facilities are increased by 6% in 2024/25.

7. Agree that the District Heating unit charge per Kwh is set at 15.27 pence per kwh, a decrease of 4.2% (0.67 pence per khw).

8. Agrees that the decision to reduce the price of District Heating Charges further during 2024-25 be delegated to the Assistant Director of Housing in conjunction with the Assistant Director of Financial Services following consultation with the Cabinet Member for Housing. The delegation would only be used to respond to a change in Government policy or a significant change in the Ofgem price cap that has the effect of necessitating a lower unit price.

9. Approve the draft Housing Revenue Account budget for 2024/25 as shown in Appendix 6.

List of Appendices Included

Appendix 1 HRA Operating Statement
Appendix 2 Rent payable by number of bedrooms
Appendix 3 HRA Business Planning assumptions
Appendix 4 Summary of Modelled Business Plan Scenarios
Appendix 5 Non-dwelling rent, service charges and Furnished Homes charges 2024/25
Appendix 6 Housing Revenue Account Budget 2024/25
Appendix 7 Affordability Analysis

Appendix 8 Equalities Assessment
Appendix 9 Carbon Impact Assessment

Background Papers
HRA Business Plan 2024/25
Rent Setting and Service Charges 2024/25
DCLG Guidance on Rents for Social Housing
Annual Housing Development Report to Cabinet

Consideration by any other Council Committee, Scrutiny or Advisory Panel
OSMB

Council Approval Required
Yes

Exempt from the Press and Public
No

HRA Business Plan 2024/ 25

1. Background

1.1 This report sets out the proposals for the HRA Business Plan alongside proposed rents, service charges and fees for 2024/25 and presents the draft HRA budget for 2024/25. The HRA is a self-financing, ring-fenced account which retains and uses housing rental income to fund landlord services, deliver the capital programme and invest in new housing.

1.2 As in previous years, the HRA Business Plan seeks to drive housing growth to assist in meeting the Council's housing objectives, which includes delivering hundreds of new Council homes by 2026. The overall approach is to ensure Council homes are safe, good quality and well-managed, while protecting surpluses as far as possible so these can be invested in new affordable housing, and to ensure the HRA is well-placed to respond to ongoing inflationary and future cost pressures as they arise.

1.3 The HRA Business Plan is updated annually to ensure it reflects the current operating environment. This year's Business Plan prioritises investment in the following areas:

- Continued delivery of housing growth
- Safety and quality of the housing stock, including damp and mould
- Preparation for proactive consumer regulation from April 2024
- Meeting statutory minimum energy performance standards in the housing stock by 2030
- Refreshing the Council's stock condition data by 2026.

1.4 The overall position remains challenging. Substantial inflationary pressures are evident in some costs increasing by more than 15% over the last two years, pressures felt most acutely in the Housing Delivery Programme. The Government's decision to limit rent increases in 2022/23, led to a permanent reduction of financial capacity within the Business Plan. It is likely that investment in the quality and energy efficiency of the council stock will need to increase over the coming years, putting further strain on the Business Plan. At the same time, the Council wishes to support tenants to manage their finances during a cost-of-living crisis, recognising that housing costs are often the largest single financial outgoing residents face.

1.5 Set against these challenges, day to day financial performance remains strong in key areas of the business, resulting in high income collection rates and value for money services for Council tenants. This allows the Council to invest HRA resources in housing growth so that more residents can enjoy the benefits of a well-managed, affordable, good quality home.

1.6 The policy of Right to Buy means there is the potential for HRA income to drop while the housing debt position remains static. This means Housing Services must continue to become more efficient and the Council should aim that new build housing schemes break even over the long term. This will

ensure there are sufficient resources to service the debt to ensure long term viability of the Business Plan.

1.7 The Government's rent setting policy allows social housing providers to increase rents by Consumer Price Inflation (CPI) plus 1%, i.e. 7.7% in 2024-25. Around two thirds of tenants in Rotherham are in receipt of Housing Benefit or Universal Credit which wholly or partially covers their rent. Given the rate of inflation in 2023-24, a one-off rent cap was introduced for one year and was set at 7%, which the Council followed.

2. Key Issues

2.1 As at 31 March 2023 the Council owned 19,963 homes, 614 leasehold homes, 108 shared ownership homes and 3,406 garages with a turnover from rents and other sources approaching £96.7m per annum (excluding the sale of new properties).

2.2 The overall financial strategy for the proposed HRA Business Plan is focused on:

- Supporting more new affordable housing – £126m investment concentrated in 2024-2026 including expected grant income, Right to Buy receipts and commuted sums, subject to Cabinet approval of the Housing Development Programme.
- Ensuring rent-setting policy supports a sustainable Business Plan while taking into account cost of living pressures.
- Keeping tenants safe and well-housed through robust management of landlord compliance duties including damp and mould, maintaining the Decent Homes standard and achieving EPC by 2030.

2.3 Notable investments contained within the proposed 2024-25 Business Plan include increasing to c£111m the funding allocated to capital investment in the housing stock over the life of the Plan. Additional investments are proposed to ensure the Housing Service is well-placed to respond to the introduction of proactive consumer regulation in April 2024, and stock condition surveys to build the evidence base to support a thorough review of capital investment priorities.

2.4 A full review of the HRA Business Plan is proposed to take place in 2024-25. This will include reviewing the capital programme, debt management strategy, reserves position and underlying assumptions.

2.5 Housing Rents and Service Charges

2.5.1 There are three rent types within the HRA – Social Rent, Affordable Rent and Shared Ownership Rent.

2.6 Social Rent

2.6.1 The amount the Council can increase rents by is governed by the Rent Standard which is published by Government to ensure all social housing is

affordable and follows the same rules and regulations. This formula allows social housing rent to be increased by a maximum of CPI (6.7% as at September 2023) plus 1% each year until 2024-25. Three options for rent increases in 2024/25 have been considered and are set out from paragraph 2.10.

2.7 **Affordable Rent**

2.7.1 Where the Council has been successful in securing grant income from Homes England to deliver Affordable Rent properties, the new properties will be managed in line with existing policies, for example mutual exchange, succession, subletting etc. The key difference for grant funded properties, compared to Social Rent properties, is the method of managing the rent values which is prescribed by the Government. These are contained within the Capital Funding Guide for Homes England grant and the Rent Standard.

2.7.2 The Council is required to rebase (revalue) the Affordable Rent value on each occasion that a new Affordable Rent tenancy is issued (or renewed) for a particular property; and ensure that the rent remains at no more than 80% of gross market rent (inclusive of service charges) as of the date the property is re-let.

2.7.3 All Affordable Rent properties are revalued in October and March each year to provide a valid rent value for when Affordable Rent properties are re-let. The rebased Affordable Rent will only apply to new tenants or tenancies.

2.7.4 The actual rents for existing tenants in Affordable Rent properties will only be adjusted in April each year as per the existing annual rent and charges review process.

2.8 **Shared Ownership Rent**

2.8.1 The Council is the landlord for 108 Shared Ownership properties. Rent increases for shared ownership properties are subject to a different formula than Social Rents or Affordable Rents. The formula is Retail Price Index (RPI) (as at September 2023 = 8.9%) plus 0.5%, an increase of 9.4%. Applying this formula means rents would increase on average by £20.79 per month from £221.18 to £241.97. This is the recommended approach for Shared Ownership rents.

2.9 **Housing rent options and the impact on the HRA Business Plan**

2.9.1 Three rent increase options have been modelled for business planning purposes and are detailed below. A 6% increase in service charges is assumed. For the purposes of comparison, the proposed capital investments outlined in this report are consistent across all rent setting options.

2.9.2 An overview of the Business Plan's underlying assumptions including total investment in repairs and maintenance, capital investment and supervision and management detailed later in this report and at Appendix 3.

2.10 **Option 1 - 5% rent increase (CPI minus 1.7%)**

2.10.1 This option would result in an average rent increase of £4.25 per week from £84.98 to £89.23 per week. A summary of average rent payable by number of bedrooms is attached at Appendix 2.

2.10.2 The average Affordable Rent in 2023/24 is £109.32 when aggregated over 52 weeks. The 2024/25 average weekly rent based on an increase of 5% would be £114.78, an average increase of £5.47 per week.

2.10.3 This option would generate £4.43m additional income in 2024/25 when compared to 2023/24. This is equivalent to the funding required for 630 new kitchens or 800 new heating systems each year.

2.10.4 This option would not cover the inflationary increase in HRA costs expected in 2024/25.

2.10.5 Savings of £67.1m would be required over the life of the Business Plan. This includes a £2.7m saving from Year 3 (2026/27) and then an average saving of £2.4m every year for rest of the Plan period. This scale of savings would require a significant reduction in operating costs and smaller capital programme, which would mean revisiting service standards and putting at risk achievement of minimum decency and environmental efficiency standards.

2.10.6 This option would result in a reduction in the scale of the housing delivery programme alongside a reduction in the specification and space standards of the Council's new build properties.

2.11 **Option 2 – 6.7% rent increase (CPI)**

2.11.1 This option would result in an average rent increase of £5.69 per week from £84.98 to £90.67 per week. A summary of average rent payable by number of bedrooms is attached at Appendix 2.

2.11.2 The average Affordable Rent in 2023/24 is £109.32 when aggregated over 52 weeks. The 2024/25 average weekly rent based on an increase of 6.7% would be £116.64, an average increase of £7.32 per week.

2.11.3 This would generate £5.9m additional income in 2024/25 when compared to 2023/24 and £3.6bn income over the life of the plan. This is equivalent to 850 new kitchens or 1080 heating systems per year.

2.11.4 This option would not cover the inflationary increase in HRA costs for 2024/25.

2.11.5 To balance the Business Plan, savings of £45.4m would be required including a £2.3m saving in year 4 (2027/28) of the Plan which would mean a reduction in the capital programme that year. Savings from year 9 (2032/33) would need to be managed through a combination of lower repairs and maintenance or supervision and management costs, and / or a reduced capital programme.

2.12 **Option 3 – 7.7% rent increase (CPI plus 1%) – recommended**

2.12.1 This option would result in an average rent increase of £6.54 per week from £84.98 to £91.52 per week. A summary of average rent payable by number of bedrooms is attached at Appendix 2.

2.12.2 The average Affordable Rent in 2023/24 is £109.32 when aggregated over 52 weeks. The 2024/25 average weekly rent based an increase of 7.7% would be £117.73, an average increase of £8.42 per week.

2.12.3 This option would generate £6.82m additional income in 2024-25 when compared to 2023-24 and £3,668m over the life of the Plan. This is equivalent to 960 new kitchens or 1,240 heating systems per year.

2.12.4 This option would come closest to covering the inflationary increases in HRA costs and it would enable all of the investments described in this report to go ahead, requiring no further savings in the medium term. In order to balance the Plan, savings of £33.5m would be required across years 20-30 of the Business Plan period (2044-54).

2.12.5 This option is consistent with recent decisions made by the Council to increase rents by the limit imposed in the Government's Rent Standard and is the recommended approach for this year. Whilst it appears a significant increase, it is against a back-drop of significant cost inflation in the HRA of around 17.8% over the past two years.

2.12.6 Any lowering of the base rent will have a permanent effect on the money available to support the HRA as future increases will be from the lower rent level. This will lead to a long-term risk that reserves will be lower and future shocks, such as the unforeseen energy increase of the last year, and the impact of flooding, will be more difficult to weather.

2.13 **Formula Rent**

2.13.1 Since 2015 the Council's policy has been when a property is re-let, or first let in the case of an acquisition or new build, rent is set at the formula rent. It is proposed this policy continues for 2024-25 given the additional income this generates over the life of the Business Plan. The amount raised through this policy depends on which rent increase option is selected:

- If rents were increased by 5% in 2024/25 the policy to re-let at formula rent would generate £111m over 30 years
- If rents were increased by 6.7% in 2024/25 the policy to re-let at formula rent would generate £85m over 30 years
- If, as recommended, rents were increased by 7.7% in 2024/25 the policy would generate approximately £69m over 30 years.

2.13.2 Government policy is that the formula rent will increase by 7.7%. Therefore, the additional income generated is higher at 6.7% and higher still at 5% as the base rental income is lower due to the lower rent increases and therefore the differential between rents and formula rent is greater. The average weekly rent for new lets at formula will be £97.34 per week.

2.14 **Furnished Tenancy Charges**

2.14.1 The recommended option for dwelling rents will also apply to tenants with a Furnished Tenancy. As such, Furnished Homes charges are subject to the same inflationary increase as standard rents (5% for Option 1, 6.7% for Option 2 or 7.7% for Option 3). If Option 3 is approved these charges will increase by 7.7%. This would generate additional income of £724k in 2024/25. A full list of Furnished Homes charges and proposed values for 2024/25 is included in Appendix 4.

2.15 **Fees and Service Charges**

2.15.1 This report also considers the potential increase in HRA non dwelling rent fees and charges for 2024/25 and proposes a 6% increase. A full list of Fees and Service charges for the HRA for 2024/25 is included at Appendix 4.

2.15.2 The proposed increase of 6% would generate additional income of approximately £43.7k in 2024/25 compared with current charges.

2.15.3 There are a number of leasehold management charges that are based on the full recovery of actual costs. These are excluded from this report as they are not standard charges that are subject to an inflationary increase. These are included for information in Appendix 4.

2.16 **District Heating**

2.16.1 There are currently 18 different schemes and approximately 1,260 properties which receive heat through the council's District Heating service.

2.16.2 During 2017/18 there was an extensive review of District Heating pricing to ensure that charges are fair and reasonable to all tenants. A revised schedule of charges was approved by the Council on 13th December 2017. Scheme charges remained unchanged until April 2022, when a tapered increase over four years was agreed.

2.16.3 In early 2023 the energy market saw unprecedented increases in prices for gas and electricity and this had a significant impact on the costs of operating the Council's District Heating scheme into 2023/24. In 2023/24 the deficit was cushioned by Energy Bill Discount Scheme (EBDS) income of c£1.2m, which meant the service operated at a deficit of c£200k rather than £1.4m had EBDS income not been available. It is not yet known whether EBDS will be available in 2024/25.

2.16.4 Given the volatility of energy prices the Council took the decision in July 2023 to match the average District Heating bill to the Ofgem price cap for July – September 2023.

2.16.5 It is proposed to continue this approach into 2024-25 and match the average District Heating bill to the Ofgem price cap for January – March 2024. The annual cost to customers will depend on their actual usage, therefore the

annual cost could be higher or lower than the Ofgem price cap. A series of options for District heating pricing have been modelled in the table below. The options are expanded from paragraph 2.16 onwards.

2.16.6 A tapered increase to the weekly pre-payment charges has been applied based on property size to ensure the charges are reasonable. Customers will be advised of their usual annual usage so that they can consider their payment options.

Table 1 – Options for District Heating pricing 2024-25

		Option 1	Option 2	Option 3
District Heating Schemes	**Current Charges**	Retain Current Charge	Full cost recovery (utilities only)	Ofgem Cap (Jan-Mar24)
	2023/24	**2024/25**	**2024/25**	**2024/25**
Expenditure (Fuel only)	1,635,844	1,701,105	1,701,105	1,701,105
Net Income	-1,440,494	-1,400,348	-1,700,817	-1,348,466
Deficit	195,350	300,757	288	352,639
Unit Rate KWh (inc VAT)	15.94p	15.94p	19.81p	15.27p
Increase/(decrease) 23/24 vs 24/25	0.00	0.00	3.87	-0.67
Percentage change to unit rate		0.00%	24.28%	-4.20%
Pooled Schemes Weekly Pre-payment Charge (inc VAT)	£	£	£	£
Bedsit	9.50	9.50	13.50	9.50
1 Bed	17.50	17.50	20.50	16.50
2 Bed	21.50	21.50	26.50	20.50
3/4 Bed	28.50	28.50	34.50	26.50
Weekly repayment charge % increase		0.00	+17% to +42%	-0% to -7%
Annual Prepayment Charges (incl. VAT) **	£	£	£	£
Bedsit	494.00	503.50	715.50	503.50
1 Bed	910.00	927.50	1,086.50	874.50
2 Bed	1,118.00	1,139.50	1,404.50	1,086.50
3/4 Bed	1,482.00	1,510.50	1,828.50	1,404.50
Average annual bill	1,074	1,002	1,246	960
** 2023/24 is a 52 week year, 2024/25 is a 53 week year				

2.16.7 The prepayment charge is the amount a customer would pay to their rent account on an annual basis. Customers will be advised of their average annual usage.

2.16.8 Customers who require assistance can access the Council's Energy Crisis scheme to receive further cash support and are able to access ongoing support through the financial inclusion team.

2.16.9 As in 2023-24, it is recommended that authority be delegated to the Assistant Director for Housing in consultation with the Cabinet Member for Housing and the Assistant Director for Finance to amend District Heating pricing should there be a significant movement in the Ofgem price cap.

2.17 **Option 1 – Retain existing charges**

2.17.1 This option would see the unit rate remain unchanged at 15.94 pence per kwh and would mean an average annual cost per user of £1,074. There would be an average deficit of £155 per user as full cost recovery would not be achieved. This would result in a potential pressure on District Heating budgets of £195k.

2.17.2 Legislation allows full cost recovery of fuel costs. However, the proposed option maintains average costs for customers at the price set by Council in July 2023, which was equivalent to the Ofgem price cap for July – September 2023, but will be higher than the Ofgem price cap for January – March 2024.

2.17.3 Table 1 shows the impact of this proposal in terms of the actual unit charge, weekly and annual prepayment charges per type of property, and the HRA deficit position.

2.18 **Option 2 – Full cost recovery (utilities only)**

2.18.1 This option would see the unit rate increase to 19.81 pence per kwh and would mean an average annual cost per user of £1,246. There would be no deficit as full cost recovery would be achieved.

2.18.2 Legislation allows full cost recovery of fuel costs. However, the option is not recommended as it would mean customers on District Heating would be paying more than other residents who are protected by the Ofgem price cap.

2.18.3 Table 1 shows the impact of this proposal in terms of the actual unit charge, weekly and annual prepayment charges per type of property, and the HRA deficit position.

2.19 **Option 3 – Match to Ofgem Price Cap Jan to March 2024 (recommended)**

2.19.1 This option would see a reduction in the unit rate to 15.27 pence per kwh and would mean an average annual cost per user of £960. There would be an average deficit of £280 per user as full cost recovery would not be achieved. This will mean the HRA will be paying c£353k in 2024/25 towards the cost of District Heating. This is c£1m lower than the contribution in 2023/24 would be had the Council not received EBDS income.

2.19.2 The proposed option maintains the link to the Ofgem price cap and means the average District Heating bill will be equivalent to that of a resident on mains gas.

2.19.3 Table 1 shows the impact of this proposal in terms of the actual unit charge, weekly and annual prepayment charges per type of property, and the HRA deficit position.

2.20 **Housing Development Programme**

2.20.1 The Council has been very successful in using HRA land and finances to build and acquire new Council homes. The Council has recently acquired its 500th Council home added to the housing stock since 2018 and the Business Plan includes c.£126m additional investment to deliver hundreds of new Council homes by the end of 2025/26. The precise mix of schemes, number and types of homes and levels of investments are all subject to separate Cabinet approvals or officer delegations where these are in place. For the purposes of the Business Plan, investment is assumed to support delivery of an additional 565 new homes from 2024/25 onwards.

2.20.2 The modelling makes assumptions about the level of grant income available from Homes England and other agencies, which in practice must be negotiated scheme by scheme. While it makes an allowance for the cost pressures facing the housing development industry, all costs remain projections as actuals will be highly dependent on the nature of the sites, the construction method, specifications, and property types. Options to reduce costs may need to be explored. This could include switching rent types, delivering more smaller properties and amending specifications.

2.21 **Repairs and maintenance**

2.21.1 Ensuring adequate investment in the repair and maintenance of the housing stock is essential to keep tenants safe, provide good quality homes, and mitigate against more substantial costs later. The Housing Property Service and its contractors complete approximately 90,000 repairs and servicing visits every year.

2.21.2 To reflect the importance of this service, the Business Plan proposes an increase in spending by £1.9m to £24.5m in 2024-25 and by a further £1m per year from 2026-27 to reflect expected future cost inflation.

2.21.3 Key investments in 2024-25 include:

- Further strengthening the Council's property compliance functions reflecting the increasingly complex landscape of regulation and legislation, and to ensure our tenants are kept safe in their homes and the Council retains a tight grip on this high-risk area of the business.
- Damp and mould: the Council has seen a two-fold increase in damp and mould enquiries over the past year and costs have increased significantly. As a result, the budget for 2024/25 is increased by £800k to £2m.
- Planned repairs budget will increase from £2m to £3m to reduce a backlog of works for fascia's, soffits, rainwater goods and front doors.
- £500k has been set aside to start a 2–3-year programme of stock condition surveys to ensure the Council has a firm grip of the quality and condition of its homes, and so potential future investment needs can be clarified.

- £50k has been allocated to support the maintenance of children's play areas that are located on housing land.

2.22 **Capital investment in existing homes**

2.22.1 Ensuring adequate capital investment in the housing stock ensures that the repairs and maintenance service is focused on day-to-day minor repairs and cyclical servicing. It is also required to ensure the Council's housing stock is decent, energy efficient and safe to live in. Over the life of the Business Plan £881m capital investment has been allocated to ensure our housing stock is well maintained. This is an increase of £120m since the last iteration of the plan.

2.22.2 In 2024/25 it is planned to invest £31.9m in the housing stock. This will pay for items such as new kitchens, bathrooms, boilers and roofs where it is far more cost effective to do these on a planned programme of works. As referenced in 2.22 it is the intention to significantly expand surveying capacity in 2024-25 to improve our understanding of the housing stock and the level of investment that may be required in the future.

2.22.3 Based on current stock condition data the priorities for investment in 2024-25 are:

- Achieve EPC C by 2030 across the housing stock.
- Maintain the Decent homes standard.
- Increase the budget for major voids by £2.6m to £6.8m (this is partly offset by an anticipated reduction in the minor voids budget by £1m).
- Boilers and central heating - £4.5m will be spent replacing old and inefficient central heating systems.
- Flood remedial works at Catcliffe have been budgeted at c£1.2m.
- Aids and Adaptations will reduce by £300k to £2.6m as historical backlogs have now started to reduce.
- Almost £1m for environmental works schemes, including funding for replacement of play equipment on housing land.

2.23 **The transition to Net Zero**

2.23.1 The current iteration of the Business Plan does not take account of any costs associated with the Council achieving net zero carbon by 2050 other than those required to achieve at least EPC C by 2030, for which £11m is set aside. Work carried out last year suggested the total costs of achieving net zero could be c. £585m or more, which is unaffordable.

2.23.2 As a result, this means that attracting external funding to progress net zero commitments becomes even more significant. In 2023/24 the Council completed its first major retrofit scheme in Maltby, funded in part by the Social Housing Decarbonisation Fund. To support further funding applications and the development of a comprehensive investment plan for retrofit, it is proposed that a new Housing Retrofit Officer post is created during 2024/25.

2.24 **Supervision and management**

2.24.1 A budget of £32.15m is proposed for 2024-25. This is a decrease of £1.15m from last year due to lower utility costs.

2.24.2 A summary of the proposed supervision and management budgets is detailed in the table below:

Supervision and management expenditure	24/25	23/24	Difference
Contributions to General Fund	13,051,791	12,088,100	963,691
Salaries	12,329,533	11,200,000	1,129,533
Utilities	2,159,519	6,000,000	-3,840,481
Contracted services	1,326,798	1,250,000	76,798
Computer software and maintenance	499,260	525,000	-25,740
Pension strain	396,000	400,000	-4,000
Other items <£100k	2,384,009	1,832,610	551,399
	32,146,910	**33,295,710**	-1,148,800

2.24.3 The supervision and management budget reflects additional posts to support expanded repairs and maintenance and housing development programmes. It also includes new regulatory fees proposed by the Regulator of Social Housing and makes an allowance for likely salary and other costs that may be incurred to prepare for an inspection of the Housing Service and increased regulatory and data collection obligations.

2.24.4 Additional salary budget has been set aside to support proposals that could enhance the Council's housing management and tenancy sustainment activities in light of the increase in the number of Council tenants who require support to sustain their tenancies.

2.24.5 The Business Plan assumes continuation of Ward Housing Hub funding at the same levels as 2021-24, at approximately £216k per year. A review of the delivery model for Ward Housing Hubs will be undertaken owing to recurring underspends. One of the objectives of the review will be to simplify funding streams available to ward councillors.

2.25 **Impact on tenants**

2.25.1 There are 14,447 tenancies in receipt of Housing Benefit or Universal Credit who would not be directly affected by an increase in rent and approximately 5,250 tenancies that would be directly affected by a rent increase, as they would pay themselves from their household income. The tenants in receipt of

benefits (Housing Benefit or UC) who would see their benefit entitlement adjusted to meet an increase in rent are:

- 7,548 households who are on Universal Credit
- 4,228 households who are on full Housing Benefit entitlement
- 2,671 households who are on part Housing Benefit entitlement

Affordability

2.25.2 An affordability analysis shows that based on a 5%, 6.7% or 7.7% rent increase, those aged under 25 and on benefits would struggle to meet housing affordability tests given working age benefits are lower for this age group. Irrespective of rent increase, the affordability challenge is the same as it is the non-housing element that is less. This is an issue which has existed for a number of years. Other age groups would meet affordability tests assuming they only spent on essential items.

2.25.3 Tenants in part time work (assumed 20 hours for modelling purposes) and in receipt of the National Living Wage would still be in receipt of Universal credit and so in all scenarios their rent would be covered in full by an increase in Universal Credit.

2.25.4 Tenants working full time and paid the National Living Wage would see a slight drop in affordability. Their disposable income after rent, TV licence, Council tax, utilities, food and transport would reduce by £4.53 to £32.37 per month depending on the size of the property.

2.25.5 Affordability modelling has been undertaken using Policy in Practice software. This software is used to assess all new tenants' ability to afford properties they have been offered, prior to signing a tenancy agreement. A detailed analysis of affordability is attached at Appendix 7.

2.25.6 With the increase in tenants on Universal Credit there was a risk that arrears would rise as the monies would be paid directly to the tenant. As arrears have fallen over the past five years, this risk does not appear to have materialised. However, a tenant in receipt of Universal Credit will still have on average a higher arrears balance than other tenants. As a result, the Council's Tenancy Support Team continue to work intensively with tenants on Universal Credit to mitigate any potential arrears.

Supporting tenants with financial pressures

2.25.7 A key priority is the ongoing work to mitigate the effects of the cost-of-living crisis. The Council is committed to supporting tenants and will do this through continuing early intervention and arrears prevention. Work will continue to support tenants to pay their rent, including offering additional support to vulnerable tenants to help with money, benefits and debt advice.

2.25.8 The Council and its partners provide a comprehensive package of support to tenants and residents facing crisis. Current support offered in Rotherham includes:

- RMBC Tenancy Support Service – provides practical support on all tenancy related issues including debt and budgeting. The team has access to funds to support people in crisis i.e., no gas/ electric. Tenants must be willing to engage with the service in order to receive financial benefit.

- Age UK Age Related Benefit Advisory Service – provides support and guidance to residents aged 65 and over to claim all age-related benefits to maximise income. The service also provides holistic support in other areas of concern i.e., fuel poverty/ home insulation etc.

- Council's Discretionary Housing Payment Fund (DHP Fund) – residents with rent arrears can apply to the Fund for assistance to clear or reduce their debt, subject to qualifying criteria.

- Employment Solutions – provides support and assistance to people looking to access training and employment in order to better their financial situation. The team also has access to funding to help people in crisis i.e., no food/ heating. Participants must be willing to engage with the service in order to receive financial benefit.

- Council's Energy Crisis support fund – offering one-off grants of £250 to help with energy costs.

- Council's Advocacy and Appeals Team – providing people with practical support to maximise their income by claiming any benefits they are entitled to. The Team can assist with applications and with mandatory reconsideration and appeals/ tribunals.

- Foodbanks – provided through Liberty Church, the Trussell Trust and Rotherham Foodbank. Vulnerable tenants can be supported through the provision of free food parcels in times of crisis.
- Social Supermarket – Rotherham Minster and VAR support residents through the provision of a social supermarket that allows members to pay £3 a week for a maximum of 3 months to allow them to shop in their store. This service transitions people from foodbank dependency and promotes empowerment through teaching budgeting skills.
- Rotherfed 'Making your money go further' project – this project works with communities to deliver bespoke advice on how tenants and residents can save money and manage on a limited income.
- Citizens Advice Rotherham – provides advice and guidance to all residents on money management and debt solutions, enabling clients to resolve the cycle of debt.

2.26 **Private Sector Rents**

2.26.1 Even with the proposed rent increase of 7.7% Council rents will still offer far better value than those in the private sector. The table below illustrates the average Council rent to the average Private sector rent in Rotherham.

	1 Bed	2 Bed	3 Bed	4 Bed
Average weekly Council rent £ (assuming 7.7% increase)	82.91	90.31	97.61	108.14
Average weekly Private sector rent £	115	150	178	276

3. Options considered and recommended proposal

3.1 A series of options were considered as part of scenario modelling, and these are detailed at Appendix 3 of the report. Options for rent increases are outlined in the main body of the report.

3.2 The recommended option results in an Operating Surplus at Year 30 of £9.4m and ensures expenditure is affordable throughout the life of the Business Plan assuming there is a reduction in expenditure of £3.04m on average per year in repairs and maintenance from Year 20 of the Plan.

3.3 The recommended option enables delivery of the housing growth delivery programme, ensures all statutory compliance functions are met alongside resources to meet requirements of the new social housing regulations.

4. Consultation on proposal

4.1 The Council has an active tenant engagement service supported by a Tenant Engagement Framework and a commissioned Tenant Federation contract. The HRA Business Plan proposes increased investment in Tenant Involvement Services and increased capacity in housing management teams which should enable further strengthening of these service areas.

4.2 Members have been consulted on various aspects of the components that make up the HRA Business Plan.

4.3 Consultation on services provided by Housing are undertaken throughout the year via the Housing Involvement Panel. This panel meets bi-monthly. The Housing Service also hold numerous tenant consultation events throughout the year, for instance the annual tenants conference. These provide an insight into tenant priorities and inform development of the business plan.

5. Timetable and Accountability for Implementing this Decision

5.1 The table below shows the approval timeline:

Date	Meeting
22/01/24	Cabinet decision making meeting
28/02/23	Council
1/03/24	Rent and Service charge letters posts
1/04/24	New charges take effect

6. Financial and Procurement Advice and Implications

6.1 In developing the HRA Business Plan the CIPFA / CIH code of practice for a self- financed housing revenue account; the Financial Viability principle has been considered which states that: -

- The housing authority has arrangements in place to monitor the viability of the housing business and take appropriate actions to maintain viability.

6.2 The HRA Business Plan is reviewed and updated annually to take account of changes to all income streams and the revenue and capital costs of managing and maintaining HRA properties and tenancies. It also considers Capital investment in new build and housing acquisitions for affordability.

6.3 Financial Position of the Housing Revenue Account

The table below demonstrates the current financial position with a general revenue reserve balance forecast to be £13.980m, a forecast major repair reserve of £5.051m and a forecast 'One for One' Right to Buy receipt balance of £4.954m as at 1 April 2024. A summary of the proposed income and expenditure for 2024-25 is below:

Based on the recommended 7.7% increase in dwelling rent income and an increase in service charges of 6%, budgeted income of £104.3m is anticipated to be collected in 2024/25 and this is reduced by £97.2m of budgeted expenditure, which represents the net cost of delivering the service.

As budgeted income is greater than the net cost of delivering the service, there is an overall net income of £7.4m to the service after interest received. This will be used to part-fund the Housing Growth Programme.

Housing Revenue Account	Current Budget 2023/24	Proposed Budget 2024/25	Difference
	£'000	£'000	£'000
Expenditure	94,972	97,265	2,293
Income (including service charges)	-96,701	-104,344	-7,643
Net Cost of Service	**-1,729**	**-7,079**	**-5,350**
Interest Received	-200	-350	-150
Net Operating Expenditure	**-1,929**	**-7,429**	**-5,500**
Revenue Contribution to Capital Outlay	1,929	6,000	4,071
Transfer to Reserves	0	1,429	1,429
Surplus/Deficit for the Year	**0**	**0**	**0**
HRA Reserve Balance	**13,980**	**15,409**	**1,429**

A copy of the proposed draft detailed HRA budget 2024-25 is attached at Appendix 6.

6.4 The HRA operating balance is forecast to reduce to the minimum sustainable level for Years 4-5 in the Business Plan and from year 18 onwards. The minimum balance is £5.0m in Year 1 and uplifted by CPI annually and is the minimum level required to manage financial risk.

6.5 To maintain adequate operating balance levels Housing Growth projects will need to breakeven. This will support the overarching strategy for the Business Plan to promote growth rather than manage decline. This will be managed via existing capital governance routes.

6.6 No additional borrowing is required to fund Housing Growth. The BP model assumes funding will be available from existing capital receipts and from new capital grants, Right-to-Buy one-for-one receipts and existing Right to buy Receipts.

6.7 The HRA BP model has been balanced by the inclusion of potential savings. These are shown in the table at Appendix 3.

6.8 There are no direct procurement implications arising from this report.

7. Legal Advice and Implications

7.1 It is vital that the Council has and maintains a robust HRA Business Plan, which is subject to regular review and scrutiny to enable the Council to comply with the duties placed upon it. The HRA provisions in the Local Government and Housing Act 1989 include the duty in January or February each year to formulate proposals relating to HRA income and expenditure. Those proposals are contained in this report.

7.2 The HRA specifically accounts for revenue expenditure and income relating to the Council's own housing stock and is ring-fenced from the Council's General Fund as required by the Local Government and Housing Act 1989, which specifies the items that can be charged and credited to it. The account

must include all costs and income relating to the Council's landlord role. The Council has a legal duty to budget to ensure the account remains solvent and to review the account throughout the year.

7.3 Under Section 24 of the Housing Act 1985 (the 1985 Act) the Council has a broad discretion in setting such reasonable rents and other charges as it may determine, and the Council must from time-to-time review rents and make such changes as circumstances may require.

7.4 The duty to review rents and make changes is itself subject to the requirements for notice of a variation set out in Section 103 of the 1985 Act. This will follow any Council decision following a recommendation from Cabinet.

7.5 Local authorities must set rents from 1 April 2020 in accordance with the Governance Policy Statement on Rents for Social Housing 2019.

8. Human Resources Advice and Implications

8.1 There are no immediate human resource implications.

9. Implications for Children and Young People and Vulnerable Adults

9.1 There are no implications for CYPS or Vulnerable Adults.

10. Equalities and Human Rights Advice and Implications

10.1 The Local Authority is aware of its duties under the Equality Act 2010 to promote equality, diversity, cohesion and integration and has ensured that the HRA Business Plan is compliant with that duty. An initial equalities screening has been carried out to assess the impact of these proposals and due to the scale of investment and nature of households affected the Council has completed an Equality Impact Assessment for this plan. This will ensure the Council continues to promote positive impact and reduce or remove negative impact as a result of the proposed investments. An Equalities Analysis is attached at Appendix 8.

11. Implications for CO2 Emissions and Climate Change

11.1 The HRA Business Plan sets out the proposed value of investment in the housing service for the next 30 years. Given the Government's commitment for the UK to achieve net zero carbon by 2050 this will require substantial investment in the Council's housing stock over the life of the Business Plan. Initial estimates put the cost of this at circa £600m which represents a formidable challenge to the HRA. As a result, this means that drawing in external funding to progress net zero commitments becomes even more significant. Participation in national grant funding schemes will be prioritised.

11.2 A copy of Carbon impact assessment is attached at Appendix 9.

12. **Implications for Partners**

12.1 This proposal is about making effective use of Council assets and managing them to best effect. It contributes to the sustainable neighbourhood's agenda by addressing future investment needs and will help deliver a better quality of affordable housing to the community.

13. **Risks and Mitigation**

13.1 Self-financing involved a significant transfer of risk from Central Government to the Council. Variables such as interest rates, cost inflation, number of homes owned etc. are all risks managed by the Council.

13.2 Any adverse changes in rental income (for example as a result of welfare reform or changes in the number of Right to Buy sales) must be managed locally.

13.3 The risk management plan follows the Council's risk management methodology and approach. It includes a clear description of the risk, an assessment of probability and impact of the risk, a summary of controls and information on when the risk will be reviewed.

13.4 Significant risks will be placed on the Corporate Risk Register and risk issues will be escalated as necessary.

13.5 The Council has risk-based reserves to ensure that HRA reserves are maintained at the appropriate level. The reserves will be maintained at the appropriate level to fund potential future financial pressures from risks such as welfare reform and investment requirements.

14. Accountable Officers

Ian Spicer, Strategic Director for Adult Care, Housing and Public Health

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	**Date**
Chief Executive	Sharon Kemp	8/01/2024
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	04/01/2024
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	03/01/2024

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Rotherham Metropolitan Borough Council
HRA Business Plan
Operating Account
(expressed in money terms)

Appendix 1 - HRA Business Plan Operating Account

		Income				Expenditure														
Year	Year	Net rent Income £,000	Other income £,000	Misc Income £,000	Total Income £,000	Managt. £,000	Depreciation £,000	Responsive & Cyclical £,000	Other Revenue spend £,000	Misc expenses £,000	Total expenses £,000	Capital Charges £,000	**Net Operating (Expenditure) £,000**	Repayment of loans £,000	Transfer to MRR £,000	Transfer from / (to) Revenue Reserve £,000	RCCO £,000	**Surplus (Deficit) for the Year £,000**	**Surplus (Deficit) b/fwd £,000**	**Interest £,000**	**Surplus (Deficit) c/fwd £,000**
1	2023.24	86,256	8,359	5,359	99,973	(33,313)	(24,021)	(22,683)	0	(523)	(80,539)	(13,224)	**6,211**	0	0	0	(1,929)	**4,281**	**13,980**	**128**	**18,389**
2	2024.25	94,370	8,129	855	103,354	(32,147)	(25,548)	(24,502)	0	(569)	(82,765)	(13,546)	**7,042**	0	0	0	(6,000)	**1,042**	**18,389**	**349**	**19,780**
3	2025.26	95,498	8,247	1,434	105,178	(33,239)	(26,218)	(26,524)	0	(594)	(86,575)	(13,213)	**5,390**	0	0	0	(18,076)	**(12,686)**	**19,780**	**124**	**7,218**
4	2026.27	97,471	8,463	1,655	107,589	(33,674)	(26,988)	(27,100)	0	(611)	(88,373)	(13,213)	**6,003**	0	0	0	(7,611)	**(1,608)**	**7,218**	**30**	**5,641**
5	2027.28	99,031	8,646	1,863	109,540	(34,226)	(27,226)	(27,691)	0	(626)	(89,769)	(13,212)	**6,560**	0	0	0	(6,478)	**82**	**5,641**	**27**	**5,749**
6	2028.29	100,975	8,833	2,065	111,873	(34,875)	(27,690)	(28,365)	0	(642)	(91,572)	(13,211)	**7,090**	0	0	0	(5,976)	**1,114**	**5,749**	**30**	**6,893**
7	2029.30	102,890	9,024	2,259	114,174	(35,725)	(28,138)	(29,047)	0	(658)	(93,568)	(13,192)	**7,414**	0	0	0	(6,188)	**1,226**	**6,893**	**35**	**8,154**
8	2030.31	106,834	9,219	2,442	118,496	(36,596)	(28,580)	(29,745)	0	(674)	(95,595)	(14,036)	**8,865**	0	0	0	(6,652)	**2,212**	**8,154**	**44**	**10,410**
9	2031.32	106,782	9,419	2,615	118,816	(37,487)	(29,030)	(30,460)	0	(691)	(97,667)	(15,194)	**5,955**	0	0	0	(7,130)	**(1,175)**	**10,410**	**46**	**9,281**
10	2032.33	108,783	9,623	2,779	121,184	(38,401)	(29,486)	(31,192)	0	(708)	(99,786)	(13,174)	**8,224**	0	0	0	(7,620)	**604**	**9,281**	**45**	**9,930**
11	2033.34	110,820	9,831	2,933	123,584	(39,336)	(29,949)	(31,941)	0	(726)	(101,952)	(13,245)	**8,387**	0	0	0	(8,125)	**263**	**9,930**	**47**	**10,240**
12	2034.35	112,896	10,044	3,078	126,018	(40,295)	(30,419)	(32,708)	0	(744)	(104,166)	(13,151)	**8,701**	0	0	0	(8,643)	**58**	**10,240**	**48**	**10,346**
13	2035.36	117,222	10,261	3,216	130,700	(41,276)	(30,897)	(33,494)	0	(763)	(106,430)	(13,151)	**11,119**	0	0	0	(9,176)	**1,943**	**10,346**	**53**	**12,342**
14	2036.37	117,164	10,484	3,347	130,995	(42,282)	(31,383)	(34,299)	0	(782)	(108,745)	(13,225)	**9,025**	0	0	0	(9,724)	**(699)**	**12,342**	**56**	**11,700**
15	2037.38	119,358	10,711	3,471	133,540	(43,312)	(31,875)	(35,123)	0	(801)	(111,111)	(12,902)	**9,526**	0	0	0	(10,287)	**(761)**	**11,700**	**53**	**10,993**
16	2038.39	121,593	10,943	3,588	136,124	(44,367)	(32,376)	(35,966)	0	(821)	(113,530)	(12,582)	**10,011**	0	0	0	(10,866)	**(854)**	**10,993**	**50**	**10,188**
17	2039.40	123,870	11,180	3,699	138,749	(45,448)	(32,884)	(36,830)	0	(842)	(116,004)	(12,630)	**10,115**	0	0	0	(11,461)	**(1,346)**	**10,188**	**45**	**8,887**
18	2040.41	126,189	11,423	3,805	141,416	(46,555)	(33,401)	(37,715)	0	(863)	(118,533)	(12,630)	**10,253**	0	0	0	(11,737)	**(1,484)**	**8,887**	**38**	**7,441**
19	2041.42	131,023	11,670	3,905	146,599	(47,689)	(33,925)	(38,621)	0	(884)	(121,119)	(12,630)	**12,850**	0	0	0	(12,740)	**110**	**7,441**	**35**	**7,586**
20	2042.43	130,957	11,924	4,000	146,881	(48,850)	(34,457)	(39,548)	0	(907)	(123,762)	(12,630)	**10,489**	0	0	0	(10,373)	**116**	**7,586**	**36**	**7,738**
21	2043.44	133,409	12,182	4,093	149,684	(50,040)	(34,998)	(40,498)	0	(929)	(126,465)	(12,609)	**10,609**	0	0	0	(10,491)	**118**	**7,738**	**37**	**7,893**
22	2044.45	135,906	12,447	4,188	152,541	(51,259)	(35,547)	(41,471)	0	(952)	(129,229)	(12,583)	**10,729**	0	0	0	(10,608)	**120**	**7,893**	**37**	**8,050**
23	2045.46	138,449	12,717	4,282	155,448	(52,507)	(36,105)	(42,467)	0	(976)	(132,055)	(12,583)	**10,810**	0	0	0	(10,687)	**123**	**8,050**	**38**	**8,211**
24	2046.47	141,040	12,993	4,374	158,407	(53,786)	(36,672)	(43,486)	0	(1,001)	(134,944)	(12,583)	**10,879**	0	0	0	(10,754)	**125**	**8,211**	**39**	**8,376**
25	2047.48	146,442	13,275	4,467	164,185	(55,095)	(37,247)	(44,531)	0	(1,026)	(137,899)	(12,583)	**13,703**	0	0	0	(13,575)	**128**	**8,376**	**40**	**8,543**
26	2048.49	146,367	13,564	4,563	164,494	(56,437)	(37,831)	(45,600)	0	(1,051)	(140,920)	(12,583)	**10,992**	0	0	0	(10,861)	**130**	**8,543**	**40**	**8,714**
27	2049.50	149,106	13,859	4,657	167,622	(57,811)	(38,425)	(46,695)	0	(1,078)	(144,008)	(12,583)	**11,030**	0	0	0	(10,897)	**133**	**8,714**	**41**	**8,888**
28	2050.51	151,895	14,160	4,750	170,804	(59,219)	(39,027)	(47,816)	0	(1,105)	(147,167)	(12,583)	**11,055**	0	0	0	(10,919)	**136**	**8,888**	**42**	**9,066**
29	2051.52	154,736	14,468	4,844	174,048	(60,661)	(39,639)	(48,964)	0	(1,132)	(150,396)	(12,543)	**11,109**	0	0	0	(10,970)	**138**	**9,066**	**43**	**9,247**
30	2052.53	160,662	14,783	4,940	180,385	(62,138)	(40,261)	(50,139)	0	(1,160)	(153,699)	(12,540)	**14,146**	0	0	0	(14,005)	**141**	**9,247**	**44**	**9,432**

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Appendix 2

Rent Payable by number of bedrooms and % increase

Bedroom Numbers	Current Rent			5.00%			6.70%			7.70%		
	Average	Min	Max	Average	Min	Max	Average	Min	Max	Average	Min	Max
0	58.02	56.19	63.73	60.92	59.00	66.92	61.91	59.95	68.00	62.49	60.52	68.64
1	76.99	63.48	88.49	80.84	66.65	92.91	82.14	67.73	94.42	82.91	68.37	95.30
2	83.85	73.89	113.86	88.05	77.58	119.55	89.47	78.84	121.49	90.31	79.58	122.63
3	90.63	78.22	128.18	95.16	82.13	134.59	96.70	83.46	136.77	97.61	84.24	138.05
4	100.41	89.12	130.69	105.43	93.58	137.22	107.14	95.09	139.45	108.14	95.98	140.75
5	103.26	88.13	140.69	108.43	92.54	147.72	110.18	94.03	150.12	111.22	94.92	151.52
6	100.19	100.19	100.19	105.20	105.20	105.20	106.90	106.90	106.90	107.90	107.90	107.90
All	**84.98**			**89.23**			90.67			**91.52**		
Increase				4.25			5.69			6.54		

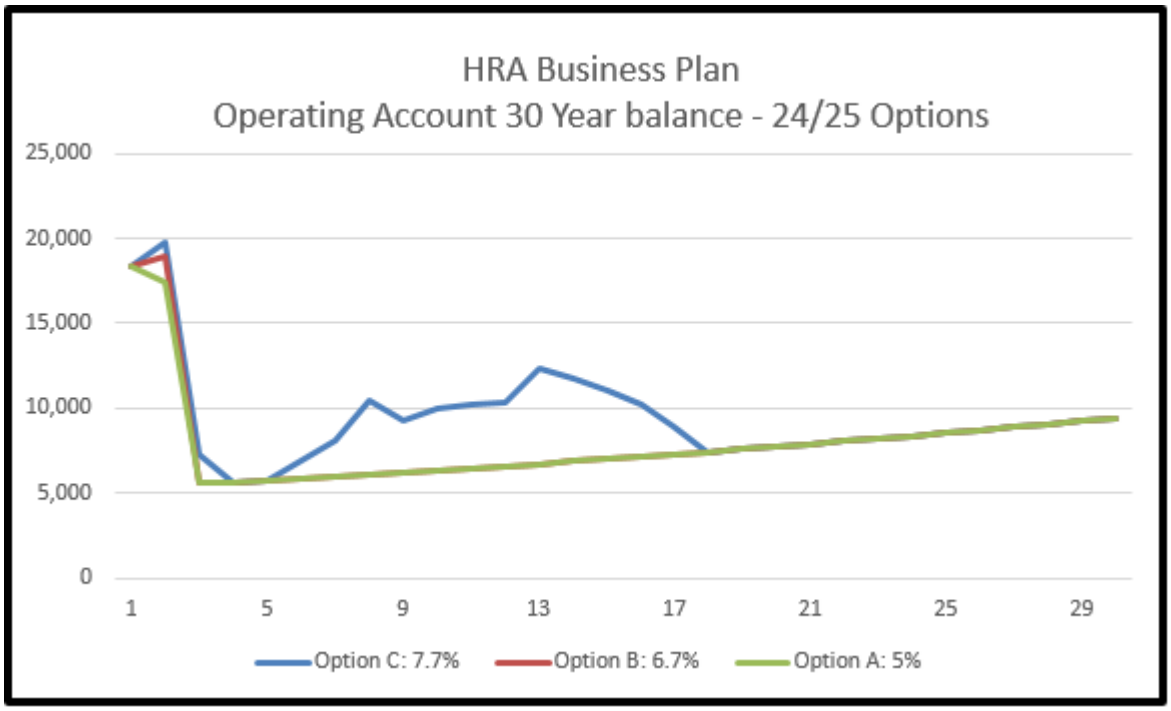
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Appendix 3 - HRA Business Planning Assumptions

HRA Business Plan 2024/25 - Assumptions	Option 1	Option 2	Option 3
Rent Increase	5.0%	6.7%	7.7%
Service charge increase	6.0%	6.0%	6.0%
DH Unit rate options Increase/(Decrease)	Nil	24.28%	-8.91%
New Borrowing requirement	Nil	Nil	Nil
Total Debt	£333.6m	£333.6m	£333.6m
Council homes to be delivered	661	661	661
Inflation - CPI:			
Year 2	6.70%	6.70%	6.70%
Year 3	3.10%	3.10%	3.10%
Year 4	2.00%	2.00%	2.00%
Year 5	2.00%	2.00%	2.00%
Inflation - RPI:			
Year 2	8.90%	8.90%	8.90%
Year 3	4.40%	4.40%	4.40%
Year 4	2.80%	2.80%	2.80%
Year 5	2.50%	2.50%	2.50%
Interest rates on debt	3.90%	3.90%	3.90%
RTB projections:			
Year 1	182	182	182
Year 2	198	198	198
Year 3	193	193	193
Year 4	192	192	192
Year 5	25	25	25
Assumed S&M unit cost reduction linked to RTB	50%	50%	50%
Assumed R&M unit cost reduction linked to RTB	75%	75%	75%
Repairs & Maintenance - 30 year cost	£707.5m	£707.5m	£707.5m
Capital Repairs & Maintenance Investment Base values	£858.5m	£858.5m	£858.5m
**Capital Repairs & Maintenance Investment - excluding savings required	£825.0m	£813.1m	£791.4m
Capital Housing Growth Investment	£125.6m	£125.6m	£125.6m
Bad debt - percentage of rental income	1.00%	1.00%	1.00%
Void loss - percentage of rental income	1.30%	1.30%	1.30%
Reserves			
Year 1	18,389	18,389	18,389
Year 2	19,780	18,900	17,407
Year 3	7,218	5,619	5,615
Year 4	5,641	5,637	5,637
Year 5	5,749	5,749	5,749
Year 30	9,432	9,432	9,432
**Savings Required over 30 years to balance the model Savings excluded from Capital R&M in BP model	£33.5m	£45.4m	£67.1m

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Appendix 4 – Summary of modelled business plan scenarios



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Housing Revenue Account
Non Dwelling Rents, Service Charges and Furnished Homes Charges

All the charges below include VAT where applicable

Description of Fee or Charge	Basis of Charge	Fixed Charge 2023/24 £	Charge Range		Proposed Fixed Charge 2024/25 £	Proposed Minimum Charge 2024/25 £	Proposed Maximum Charge 2024/25 £	Increase	Notes
			Minimum Charge 2023/24 £	Maximum Charge 2024/24 £					
Furnished Homes: Carpets only	Per Week	10.74			11.57			0.83	
Furnished Homes: Washer only	Per Week	3.06			3.30			0.24	
Furnished Homes: Dryer only	Per Week	2.26			2.43			0.17	
Furnished Homes: Washer and Dryer	Per Week	5.32			5.73			0.41	
Furnished Homes: Combi Washer/Dryer	Per Week	6.06			6.53			0.47	
Furnished Homes: Bronze only	Per Week	9.96			10.73			0.77	
Furnished Homes: Bronze + carpets	Per Week	20.71			22.30			1.59	
Furnished Homes: Silver only	Per Week	15.74			16.95			1.21	
Furnished Homes: Silver + carpets	Per Week	26.49			28.53			2.04	
Furnished Homes: Gold only	Per Week	25.47			27.43			1.96	
Furnished Homes: Gold + carpets	Per Week	36.21			39.00			2.79	
Furnished Homes: Platinum only	Per Week	35.94			38.71			2.77	
Furnished Homes: Platinum + carpets	Per Week	46.69			50.29			3.60	
Garage Rent / Car Park space - Council tenant	Per Week	5.62			5.96			0.34	
Garage Rent / Car Park space - Non Council tenant or council Tenants with more than one garage	Per Week	6.75			7.16			0.41	
Surface Garage plot	Per annum	67.79			71.86			4.07	
Non-surface Garage plot	Per annum	61.01			64.67			3.66	
Warncliffe Flats car park space	Per Week	7.38			7.82			0.44	
Hot Water charge	Per Week	2.19			2.19			0.00	
Cooking Gas	Per Week	1.01			1.01			0.00	
Community Facility	Per Week	5.35			5.67			0.32	
Communal Block - additional bedroom charge	Per week	22.99			24.76			1.77	
Laundry Facility	Per Week	1.79			1.90			0.11	
Contents Insurance	Per Week		0.35	4.20				0.00	Charge determined by external company
Acquired Ground Rent	Per Week	6.28			6.91			0.63	Annual Increase of 10% per tenancy agreement
Acquired Estate Fee	Per Week	3.50			3.81			0.31	Annual Increase at RPI as per tenancy agreement
Commercial hire of Neighbourhood Centre	Per Hour	10.60			11.24			0.64	
Community or Voluntary hire of Neighbourhood Centre	Per Hour	7.10			7.53			0.43	
Non resident charge to attend activity at Neighbourhood Centre	Per Session	0.53			0.56			0.03	
Estate Service Charge Eligible								0.00	Full Cost Recovery
Block Service Charge Eligible								0.00	Full Cost Recovery
Property Service Charge Eligible								0.00	Full Cost Recovery
Leasehold Mgmt								0.00	Full Cost Recovery
Leasehold Admin Fee								0.00	Full Cost Recovery
Leasehold Mgmt Fee VPC								0.00	Full Cost Recovery
Leasehold Mgmt Fee LTA								0.00	Full Cost Recovery
Leasehold Court Costs								0.00	Full Cost Recovery
Leasehold Capital								0.00	Full Cost Recovery
Leasehold Grd Rent								0.00	Full Cost Recovery
Leasehold Bldg Ins								0.00	Full Cost Recovery
Leasehold Cleaning								0.00	Full Cost Recovery
Leasehold Admin								0.00	Full Cost Recovery
Leasehold R&M								0.00	Full Cost Recovery
Sales/Resales - Landlords Enquiries (Flats)		150.00			159.00			9.00	Ad-Hoc-Payment in Advance
Sales/Resales - Landlords Enquiries (houses with services)		150.00			159.00			9.00	Ad-Hoc-Payment in Advance
Sales/Resales - Landlords Enquiries (houses no services)		150.00			159.00			9.00	Ad-Hoc-Payment in Advance

Housing Revenue Account
Non Dwelling Rents, Service Charges and Furnished Homes Charges

All the charges below include VAT where applicable

			Charge Range						
Description of Fee or Charge	**Basis of Charge**	**Fixed Charge 2023/24 £**	**Minimum Charge 2023/24 £**	**Maximum Charge 2024/24 £**	**Proposed Fixed Charge 2024/25 £**	**Proposed Minimum Charge 2024/25 £**	**Proposed Maximum Charge 2024/25 £**	**Increase**	**Notes**
Processing resales - shared ownership		200.00			212.00			12.00	Ad-Hoc-Payment in Advance
Staircasing fees		200.00			212.00			12.00	Ad-Hoc-Payment in Advance
Remortgage Applications		75.00			79.50			4.50	Ad-Hoc-Payment in Advance
Further advance applications		75.00			79.50			4.50	Ad-Hoc-Payment in Advance
Notice of transfer		75.00			79.50			4.50	Ad-Hoc-Payment in Advance
Notice of charge		60.00			63.60			3.60	Ad-Hoc-Payment in Advance
Deed of covenant		75.00			79.50			4.50	Ad-Hoc-Payment in Advance
Copy lease (from Land Registry)		30.00			31.80			1.80	Ad-Hoc-Payment in Advance
Copy of lease if held on file		25.00			26.50			1.50	Ad-Hoc-Payment in Advance
Insurance policy document		25.00			26.50			1.50	Ad-Hoc-Payment in Advance
Standard valuation fee (basic market valuation)		200.00			212.00			12.00	Ad-Hoc-Payment in Advance
Lease extension/enfranchisement valuations		400.00			424.00			24.00	Ad-Hoc-Payment in Advance
Lease extension admin fee		200.00			212.00			12.00	Ad-Hoc-Payment in Advance
Enfranchisement admin fee (per unit)		150.00			159.00			9.00	Ad-Hoc-Payment in Advance
Home improvements / alterations (permission request - basic)		60.00			63.60			3.60	Ad-Hoc-Payment in Advance
Home improvements / alterations (permission request - complex)		120.00			127.20			7.20	Ad-Hoc-Payment in Advance
Home improvements (Surveyor report)		120.00			127.20			7.20	Ad-Hoc-Payment in Advance
Retrospective consent for alterations		150.00			159.00			9.00	Ad-Hoc-Payment in Advance
Deed of postponement		60.00			63.60			3.60	Ad-Hoc-Payment in Advance
Deed of variation/rectification administration fee		120.00			127.20			7.20	Ad-Hoc-Payment in Advance
Equity loan transfers, licence to assign and lease extensions		200.00			212.00			12.00	Ad-Hoc-Payment in Advance
Certificate of compliance		50.00			53.00			3.00	Ad-Hoc-Payment in Advance
Copy of Service Charge account		25.00			26.50			1.50	Ad-Hoc-Payment in Advance
Additional copies of correspondence		25.00			26.50			1.50	Ad-Hoc-Payment in Advance
Issue of Notice of Forfeiture		120.00			127.20			7.20	Ad-Hoc-Payment in Advance
Landlords Notice for Mortgage Application		50.00			53.00			3.00	Ad-Hoc-Payment in Advance
Landlords Approval for new mortgage		50.00			53.00			3.00	Ad-Hoc-Payment in Advance
Supply of Fire Risk Assessment		50.00			53.00			3.00	Ad-Hoc-Payment in Advance
Landlords Reference		50.00			53.00			3.00	Ad-Hoc-Payment in Advance
Surrender & Regrant of Lease		350.00			371.00			21.00	Ad-Hoc-Payment in Advance
Copy Fire Risk Assessment		25.00			26.50			1.50	Ad-Hoc-Payment in Advance
Right of First Refusal Discharge Certificate		50.00			53.00			3.00	Ad-Hoc-Payment in Advance
Change of Name		50.00			53.00			3.00	Ad-Hoc-Payment in Advance
Notice Seeking Possession		50.00			53.00			3.00	Ad-Hoc-Payment in Advance
Breach of lease		25.00			26.50			1.50	Ad-Hoc-Payment in Advance
Letter 3 on arrears/approaching lender		25.00			26.50			1.50	Ad-Hoc-Payment in Advance
Replacement Alleygate Keys - Council Tenant	AD-HOC	10.00			10.60			0.60	
Replacement Alleygate Keys - Non Council Tenant	AD-HOC	12.00			12.72			0.72	

APPENDIX 6

Housing Revenue Account
Draft Budget Operating Statement 2024/25

Option C: Rents increased by 7.7%

Narrative	Full-year Budget 2023/24 £	Full-year Budget 2024/25 £	Year on Year Change £
Contributions to Housing Repairs Account	22,640,040	24,501,580	1,861,540
Supervision and Management	33,295,710	32,146,910	-1,148,800
Rents, Rates, Taxes etc.	522,520	567,900	45,380
Provision for Bad Debts	1,045,400	950,100	-95,300
Cost of capital Charge	13,247,330	13,350,000	102,670
Depreciation of Fixed Assets	24,020,590	25,547,940	1,527,350
Debt Management Costs	200,000	200,000	0
Expenditure	**94,971,590**	**97,264,430**	**2,292,840**
Dwelling Rents	-87,115,870	-95,009,745	-7,893,875
Non-dwelling Rents	-761,250	-772,330	-11,080
Charges for Services and facilities	-7,923,660	-7,774,610	149,050
Other fees and charges	-635,780	-498,830	136,950
Leaseholder Income	-264,460	-288,180	-23,720
Income	**-96,701,020**	**-104,343,695**	**-7,642,675**
Net Cost of Services	**-1,729,430**	**-7,079,265**	**-5,349,835**
Interest receivable	-200,000	-350,000	-150,000
Net Operating Expenditure	**-1,929,430**	**-7,429,265**	**-5,499,835**
Appropriations:			
Revenue Contributions to Capital Outlay	1,929,430	6,000,000	4,070,570
Transfer to Reserves	0	1,429,265	1,429,265
Transfer from Reserves	0	0	0
Surplus/Deficit for the year	**0**	**0**	**0**
HRA Revenue Balance carried forward	13,979,503	1,429,265	15,408,768

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Appendix 7 - Affordability Analysis

AFFORDABILITY RATES FOR PROPOSED INCREASES AGAINST CURRENT AFFORDABILITY

		Full UC			Working Full time (40hrs)			Working Part Time (20hrs)		
Household make-up	**Bedrooms**	Current Affordability	With 6.7% Increase	With 7.7% Increase	Current Affordability	With 6.7% Increase	With 7.7% Increase	Current Affordability	With 6.7%	With 7.7%
Single Under 21	1	-£22.70	-£22.70	-£22.70	£605.20	£581.89	£578.42	£245.62	£245.62	£245.62
Single Under 25	1	-£22.70	-£22.70	-£22.70	£939.94	£916.63	£913.16	£342.40	£342.40	£342.40
Single Over 25	1	£53.93	£53.93	£53.93	£939.94	£916.63	£913.16	£419.03	£419.03	£419.03
Single Parent under 25 + Child	2	£308.07	£308.07	£308.07	£1,193.14	£1,193.14	£1,193.14	£881.62	£881.62	£881.62
	3	£249.18	£245.24	£244.65	£1,134.25	£1,130.31	£1,129.72	£822.73	£818.79	£818.20
Single Parent over 25 + Child	2	£384.70	£384.70	£384.70	£1,269.77	£1,269.77	£1,269.77	£958.25	£958.25	£958.25
	3	£325.81	£321.87	£321.38	£1,210.88	£1,206.94	£1,206.35	£899.36	£895.42	£894.83
Couple Under 25 + Child	2	£324.94	£324.94	£324.94	£2,435.08	£2,409.90	£2,406.13	£1,317.63	£1,317.63	£1,317.63
	3	£266.05	£262.11	£261.52	£2,390.18	£2,362.02	£2,357.81	£1,258.74	£1,254.80	£1,254.21
Couple Over 25 + Child	2	£445.25	£445.25	£445.25	£2,435.08	£2,409.90	£2,406.13	£1,437.94	£1,437.94	£1,437.94
	3	£386.36	£382.42	£381.83	£2,390.18	£2,362.02	£2,357.81	£1,379.05	£1,375.11	£1,374.52

Amount of household disposable income after Rent, Council Tax, TV Licence, Utilities, Food, Mobile Phone and public transport costs deducted. Average costs used.

Living Wage from April 2024 Over 21 £11.44/hr; 18-20 £8.60/hr; under 18 £6.40/hr.

Assumptions

- Where the adult of the family is under 25 and working that they are over 21 and getting the highest rate of National Living Wage as at April 2024.
- The age of the child for the purposes of statistics is ages under 14 years old as the average living costs increase from this age upwards according to policy in practice.

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Appendix 8

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: HRA Business Plan, Rent Setting and Service Charges 2024-25	
Directorate: ACH & PH	**Service area: Housing**
Lead person: Paul Elliott	**Contact number: 822494**
Is this a: [x] **Strategy / Policy** [ ] **Service / Function** [ ] **Other** **If other, please specify**	
2. Please provide a brief description of what you are screening	
The annual HRA Business Plan rent setting, fees and charges report sets out all proposed income and expenditure for the HRA for the next 30 years as required by HRA self financing. Strategic allocation of resources within the HRA for period of 30 years. Specifically responding to changes in government policy, macro-economic environment and delivering 1,000 new Council homes by 2026. HRA Business Plan, rent setting, fees and charges 2024-25 provides information on the positioning of the HRA Business Plan to deliver 1,000 new Council homes by 2026 and deliver against the Council Plan.	

The overall financial strategy for the proposed HRA Business Plan is focused on:

- Supporting more new affordable housing – £126m investment concentrated in 2024-2026 including expected grant income, Right to Buy receipts and commuted sums, subject to Cabinet approval of the Housing Development Programme.
- Ensuring rent-setting policy supports a sustainable Business Plan while taking into account cost of living pressures.
- Keeping tenants safe and well-housed through robust management of landlord compliance duties including damp and mould, maintaining the Decent Homes standard and achieving EPC by 2030

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? *(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)*	x	
Could the proposal affect service users? *(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)*	x	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? *(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)*	x	
Have there been or likely to be any public concerns regarding the proposal? *(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)*		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? *(If the answer is yes you may wish to seek advice from commissioning or procurement)*		x

Could the proposal affect the Council's workforce or employment practices? *(If the answer is yes you may wish to seek advice from your HR business partner)*		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 HRA Business plan, rent setting, fees and charges report reviews the proposed income and expenditure for the HRA over the next 30 years it therefore indirectly influences what services can be delivered for Council tenants.

The HRA Business Plan responds to some of the above concerns by maintaining investment in Tenant Involvement Services and the housing management teams to deal with issues of ASB, financial inclusion and engaging with under-represented groups.

The Business plan maintains investment in housing stock which allows investment in properties to install insulation, new heating systems etc. which tackle the fuel poverty agenda and the need for tenants with disabilities to have their homes heated to a warmer temperature than non-disabled tenants.

The Business plan responds to the needs of communities for affordable housing through gearing funds towards building 1000 new Council homes by 2026. The tenure, size and type of accommodation (including Disabled person units) has been informed by the Strategic Housing Market assessment.

The plan continues to invest over £1m in additional resources per year into front line housing services to support the most vulnerable tenants. These tenants will have equality characteristics.

The proposed rent policy of increase rents by 7.7% may adversely affect U25'son benefit as this group is paid a lower rate of benefits. It may also affect those on low incomes. An affordability analysis of such groups has been undertaken and relevant support packages identified for such groups

The Business plan itself does not commission services but details how the Housing Service will be funded and each service area has policies and strategies detailing how service will be delivered which will each have an Equality analysis.

- **Key findings**

The Council currently owns circa 20,000 homes, 544 leasehold homes and 3,375 garages with a turnover from rents and other sources approaching £89m per annum.

The HRA Business Plans purpose is to outline how resources will be spent over the next 30 years ensuring we have a viable Housing Service that meets the needs and tenants and citizens of Rotherham.

The HRA Business Plan and through the application of housing policies (such as the allocation policy) will have a positive impact by breaking down some of the barriers that people face in accessing housing specific to their needs; whatever their specialist needs may be. The analysis of housing need by different need groups will help ensure that the strategy has a positive impact across all protected characteristics.

The strategy will align with other key strategies and frameworks across the Council as part of the "One Council" approach. Links to other key documents;

- Council Plan and Year Ahead Plan
- Housing Service Plan
- Thriving Neighbourhoods Strategy
- Health and Wellbeing Strategy
- Homelessness Prevention and Rough Sleeper Strategy
- Financial Inclusion Strategy
- Tenant Engagement Framework
- Housing Strategy

- **Actions**

Monitor the demographics of tenants being evicted
Monitor the impact of the new build houses by analysis the number of lettings according to the tenants protected characteristic.
Monitor attendance of tenant engagement events.
Respond to consultation feedback through Planning Applications.

Date to scope and plan your Equality Analysis:	13/12/23
Date to complete your Equality Analysis:	13/12/23
Lead person for your Equality Analysis	Paul Elliott

(Include name and job title):	Head of Housing Income and Support Services

5. Governance, ownership and approval

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

Name	Job title	Date
James Clark	Assistant Director of Housing	14.12.13

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	13.12.23
Report title and date	HRA Business Plan, Rent Setting and Service Charges 2024-25
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	22 January 2024
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	14 December 2022

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Appendix 8

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: HRA Business Plan, Rent Setting and Service Charges 2024-25	
Date of Equality Analysis (EA): 13.12.23	
Directorate: ACH & PH	**Service area: Housing Services**
Lead Manager: **Paul Elliott, Head of Housing Income and Support Services**	**Contact number: 01709 822494**
Is this a: [x] **Strategy / Policy** [ ] **Service / Function** [ ] **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)**
Paul Elliott	RMBC	Head of Service
Kath Andrews	RMBC	Finance Manager
Mark Edmondson	RMBC	Housing Income 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 annual HRA Business Plan, Rent setting and service charges report sets out all proposed income and expenditure for the HRA for the next 30 years as required by HRA Self-financing.

Strategic allocation of resources within the HRA for period of 30 years.

Specifically responding to changes in government policy, macro-economic environment and gearing towards housing growth.

HRA Business Plan for 2024-25 provides information on the positioning of the HRA Business Plan as a driver of housing growth to assist in meeting the Council's housing objectives. In essence the overall approach is to make savings where it is feasible to do so these can be invested in future housing growth and to position the housing service so it is best placed to respond to future challenges that arise.

The overall financial strategy for the proposed HRA Business Plan is focused on:

- Supporting more new affordable housing – £126m investment concentrated in 2024-2026 including expected grant income, Right to Buy receipts and commuted sums, subject to Cabinet approval of the Housing Development Programme.
- Ensuring rent-setting policy supports a sustainable Business Plan while taking into account cost of living pressures.
- Keeping tenants safe and well-housed through robust management of landlord compliance duties including damp and mould, maintaining the Decent Homes standard and achieving EPC by 2030.

What equality information is available? (Include any engagement undertaken)
The Council currently owns circa 20,000 homes, 544 leasehold homes and 3,375 garages with a turnover from rents and other sources approaching £84m per annum.

Demographic information
• The Census population of Rotherham in 2021 is 265,800, an increase of 8,200 (+3.2%) compared with the 2011 Census, with around half living in and around the main

urban area of Rotherham. The remainder live in smaller towns such as Wath, Dinnington and Maltby, and in numerous large villages and rural communities, all of which have their own distinct identities

- The 2021 Census further shows that Rotherham had 113,900 households, compared with 108,300 in the 2011 Census, an increase of 5,600 or 5.2%. In 2021, 17.7% of Rotherham's population were under 15 years, whilst 25.8% were aged 60 or over. The population of Rotherham aged 60 or over is slightly higher than the England figure of 24.2% and the Yorkshire and Humber figure of 25%.
- Rotherham's young population (under 15) increased from 46,000 in 2011 to 47,100 in 2021 (a 2.4% increase). This increase followed a 6% fall from 48,900 in 2001 to 46,000 in 2011. Whilst the school age population has increased, the number of children aged 0-4 has decreased from 15,738 in 2011 to 14,600 (a 7.3% reduction) which reflects the impact that the pandemic has had on the birth rate.
- Rotherham's older population (over 60) has increased from 61,500 in 2011 to 68,600 in the 2021 Census, an 11.5% rise (51,700 in 2001). Rotherham's population is ageing broadly in line with national trends and the percentage aged over 85 increased from 2.1% in 2011 to 2.3% in 2021.

120,600 Rotherham residents are in employment whilst 106,000 people have workplaces in the Borough, giving a net outflow of 14,700 workers. One in five workers who live in Rotherham are employed in Sheffield and another one in five work elsewhere outside Rotherham.

45,259 children attend 117 Rotherham schools.

Rotherham has a similar age profile to the national average and in common with the national trends, the population is ageing. Central Rotherham has a younger population than average whilst the more suburban and rural areas, mainly in the south of the borough, have older age profiles.

Rotherham's Black and minority ethnic (BME) population was 8.1% in 2011 and is now estimated at around 11%. The central area of Rotherham is far more ethnically diverse than the rest of the Borough. The largest minority ethnic group is Pakistani & Kashmiri (4% of the population), followed by the Slovak & Czech Roma (1.5% of the population). Rotherham also has smaller Black African, Indian, Chinese, Irish and Arab communities, all with between 500 and 2,000 people.

One in six homes is rented from the council and although house prices have risen over the years, they are about half the national average.

Rotherham Borough has 63 councillors representing 21 wards. 43% of councillors are women and 5% are BME.

There are 30 parish councils in Rotherham covering half the population.

Most neighbourhoods in Rotherham offer a good living environment and 78% of adults are satisfied with their local area as a place to live.

Despite improvements overall, some areas of Rotherham are affected by high economic and social deprivation. Rotherham is the 52nd most deprived district in England according

to the Index of Multiple Deprivation 2015, which showed 19.5% of residents living in the 10% most deprived areas nationally.

Central Rotherham forms the main area of high deprivation although there are also pockets in Maltby, Rawmarsh, Dinnington, Thurcroft, Wath, Swinton and Aston. The main forms of deprivation affecting Rotherham are low levels of qualification, poor health, high rates of disability and high worklessness, notably long term sickness.

Adult qualification levels in Rotherham are below average, including the proportion of the population with higher qualifications which reflects Rotherham's industrial legacy. However, most pupils attending Rotherham's schools have attainment slightly above the national average. Rotherham colleges provide good quality further education and the new University Centre offer higher education courses

The HRA Business plan will fund key activities such as the housing development programme. The plan is underpinned by analysis of housing need and demographic data which has been gained from a variety of sources including:

- Profile of applicants on Council's Housing Register (numbers of households eligible for age restricted accommodation etc). The Housing Occupational Health Team assesses households to determine their need which leads to a priority of allocation under the Housing Allocations Policy. A regular review of the profile of people on the housing register takes place to help plan for the types of new homes needed.
- Local population demographic data (Census 2021 emerging)
- Indices of Multiple Deprivation
- Profile of existing Council tenants (including protected characteristics)
- Strategic Housing Market Assessment
- Intelligence from Strategic Housing Forum which is attended by partners that represent different interests and groups eg, homelessness and young people etc
- Ward members will receive specific briefings on potential sites in their wards and their feedback will be considered and including in individual scheme EAs
- Ward profiles contain detailed, localised information both profiling housing stock in the ward and demand
- The Strategic Housing and Development service has worked with the Neighbourhood Service to assist with consultation and dissemination of information about development in localities, identifying alignment with ward priorities. Again, any feedback will be included in individual scheme EAs.
- Housing Involvement Panel which includes Council tenant volunteers.
- Data from new rented, shared ownership and open market sales is analysed to understand the equality impact of each development. The profiling of tenants/ owners is also reflected in completions report and any lessons learnt are applied when developing new projects.

Members have been consulted on various aspects of the Housing Revenue Account Business Plan. Seminars and Workshops have been held on Housing Growth, Repairs and Maintenance, Cost of Living and Housing Policy updates. This has helped inform the proposed Business Plan.

Are there any gaps in the information that you are aware of? Do not collect data on gender reassignment or religion and belief at sign up.	
What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? Allocation of properties are monitored by protected characteristics. Rent arrears are monitored by protected characteristics Evictions are monitoring by protected characteristics	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	Consultation on services provided by Housing are undertaken throughout the year via the Housing Involvement Panel. This panel meets bi monthly. A tenant open day is also held annually, the last one being held on October 2023.
Engagement undertaken with staff (date and group(s)consulted and key findings)	Meeting with M3 mangers and email seeking feedback into the business plan throughout August to November 2023. The plan has been developed with support from Council Officers and input from the Strategic Leadership Team and Members. Councillors, staff and partners play a vital role in the review of the business plan. Following approval the will be effectively communicated to staff and members and training will be undertaken in-house.

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 HRA Business Plan responds to the above concerns by earmarking investment in Supervision and management to increase capacity in the housing management teams to deal with the issue of complex tenancies including ASB, financial inclusion and engaging with under-represented groups. The Business plan maintains investment in housing stock which ensures investment in properties to install insulation, new heating systems etc. which tackles fuel poverty agenda.

The Business plan responds to the needs of communities for affordable housing through gearing funds towards building circa 1000 new Council Homes by 2026. The tenure, size and type of accommodation (including Disabled person units) has been informed by the Strategic Housing Market assessment.

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

The proposed rent increase of 7.7% may affect low income groups out of work and under 25 as benefits are capped at a lower rate than those above the age of 25. This group will therefore struggle to meet affordability tests for housing.

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

Vulnerable people are offered and provided with tenancy support which is tailored to individual needs to help them sustain their tenancy and live in the community. Support available in Rotherham includes:

- RMBC Tenancy Support Service – provides practical support on all tenancy related issues including debt and budgeting. The team have access to funds to support people in crisis i.e. no gas/electric. Tenants must be actively working with the team to receive financial benefit

- Age UK Age Related Benefit Advisory Service – provide support and guidance to residents age 65 and over to claim all age related benefits to maximise income. They all provide holistic support in other areas of concern i.e. fuel poverty/home insulation etc

- RMBC DHP Fund- residents with rent arrears can apply to the RMBC Discretionary Housing Payment Fund for assistance to clear or reduce their debt subject to criteria

- Inclusive employment projects – provide support and assistance to people looking to access training and employment in order to better their financial situation. The team also have access to funding to help people in crisis i.e. no food/heating. Participants must be actively working with the team to receive financial benefit

- RMBC Household Support Fund – will be used to support vulnerable people through help with energy costs with a grant of £250 to those with a disposable income of less than £150 per month.

- RMBC Advocacy and Appeals Team – providing people with practical support to maximise their income by claiming any benefits they are entitled too. The Team can assist with application and also with mandatory reconsideration and appeals/tribunals.

- Foodbanks – provided through Liberty Church, the Trussell Trust and Rotherham Foodbank. Vulnerable tenants can be supported through the provision of free food parcels in times of crisis.

- Social Supermarket – Rotherham Minster and VAR supporting residents through the provision of a social supermarket that allows members to pay £3 a week for a maximum of 3 months to allow them to shop in their store. This service transitions people from foodbank dependency and promotes empowerment through teaching budgeting skills

- Rotherfed 'Making your money go further' project – This project works with communities to deliver bespoke advice on how tenants and residents can save money and survive on a limited income.

- Citizens Advice Rotherham – providing advice and guidance to all residents on money management and debt solutions enabling clients to resolve the cycle of debt.

The increase in funding for new build housing will assist vulnerable groups on the housing register as it will increase the supply of new Council housing so reducing the use of temporary accommodation for such groups when they are homeless. It will also increase the number of Disabled person units so meeting the needs of disabled tenants.

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)

It is not envisaged that the HRA Business Plan, rent setting and service charges report will negatively impact on community relations.

The Council will closely monitor the viability of the HRA Business Plan; current measures monitored across the Housing service include:

- Number of homes built against the Council's 1000 target
- Rental income
- Rent arrears and bad debts
- Voids and void rent loss
- Debt levels and repayment
- Reserve levels, and
- Maintenance backlog

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: HRA Business Plan, rent setting and service charges 2024-25
Directorate and service area: ACH & PH – Housing Services
Lead Manager: Paul Elliott, Head of Housing Income and Support Services
Summary of findings:
The HRA Business Plan responds to some of the above concerns by increasing investment in Supervision and management allowing the service to increase capacity in the housing allocations teams to reduce use of temporary accommodation and re-house people quicker. Management teams to deal with issues of ASB, financial inclusion and engaging with under-represented groups. The Business plan, rent setting and service charges report maintains investment in housing stock which ensures investment in properties to install insulation, new heating systems etc. which tackle the fuel poverty agenda. The Business Plan also continues subsidies of District Heating to minimise fuel poverty to those households on District Heating. The Business plan responds to the needs of communities for affordable housing through gearing funds towards building circa 500 more new Council homes over the next 3 years (1,000 overall). The tenure, size and type of accommodation (including Disabled person units) has been informed by the Strategic Housing Market assessment. The proposes rent increase of 7.7% may affect low income groups in or out of work on benefits and under 25 as both benefits for this group are capped at a lower rate than those over 25.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Collect protected characteristics at tenancy sign up	A,D,S,GR,RE,SO,RoB	31.03.25

***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
James Clark	Assistant Director of Housing	13.12.23

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	13.12.23
Report title and date	HRA Business Plan, Rent Setting and Service Charges 2024-25
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	13.12.23

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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

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- 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	Schemes to upgrade District Heating boiler houses will be funded through the HRA Business Plan, with a view to replace existing gas boilers with low or zero carbon alternatives in the long term.	A transition to low or zero carbon District Heating in the long term may cut greenhouse gas emissions across the Borough of Rotherham by 3,000 tCO_2e per annum. Homes which are connected to the Council's existing district heat networks comprise *ca*. 1% of all domestic properties in Rotherham.		Gas supplied to District Heating boiler houses is monitored through the Council's energy procurement portfolio, however greenhouse gas emissions from its combustion are outside the scope of NZ30 reporting.
Emissions from transport?	Increased emissions / impact unknown	For new residential developments and works to existing council stock vehicle movements to and from the site will be generated during demolition and construction will create emissions through the movement of building and waste materials and personnel.	While it is possible that new households will increase vehicle movements, they may also reduce them, depending where new residents work and access services. We do not know before a development is built where new residents will move from and whether this move will increase or decrease vehicle movements.	Prospective contractors will be required to demonstrate how they will minimise and mitigate emissions from vehicle movements during construction, as part of the tendering process. Planning consent for any new housing developments will account for vehicle movements. It is recommended that new housing development should account for access to public transport and active travel, in its location and design.	

Emissions from waste, or the quantity of waste itself?	Increased emissions	Construction and works on existing Council stock will generate waste materials through demolition, exporting of materials from groundworks and waste construction materials.	Although new households may not necessarily mean more people living in the Borough, they are likely to create a small increase in the overall volume of waste created and in distance travelled by waste collection vehicles.	Prospective contractors will be required to demonstrate how they will minimise and mitigate vehicle emissions from the movement of waste, during the tendering process. This will include the recycling / re-use of materials on site where possible.	
Emissions from housing and domestic buildings?	Impact unknown	Housing refurbishment and new build schemes which may be funded from resources within the HRA Business Plan may contribute to reducing emissions. This will have no direct impact on the Council's or its contractors' greenhouse gas emissions.	Housing refurbishment and new build schemes that may be funded from resources within the HRA Business Plan may contribute to reducing emissions. Equally new build housing built as part of the programme will increase emissions from the heating and lighting of the new properties.	In designing refurbishment schemes and new build property, the Housing service will use technologies that have lower carbon emissions, where cost-effective and practicable. Refurbishment which focuses on retrofitting for carbon emissions reduction will aim to achieve at least EPC band "C". The Council will ensure that new homes are high quality, energy efficient and able to meet the challenge of climate change, irrespective of tenure. This means aiming to build to net zero standards where economically viable and at	The Housing Service monitors the Energy Performance rating of all its housing stock. The energy performance of new buildings will be monitored once occupied to ensure that the stated performance standards are met.

				least to the Government's proposed 2025 "New Homes Standard" (75% - 80% reduction compared to 2020 standards). The use of modern methods of construction will be considered for all new schemes, where value for money can be demonstrated as well as carbon reduction.	
Emissions from construction and/or development?	Increase in emissions	There will be emissions from the construction of new build housing and refurbishment works. Some new properties in the programme i.e., homes purchased by the Council as strategic acquisitions, will have a carbon impact regardless of the Council's purchase. It is possible that mature trees will be removed as part of the development of some new sites.		In designing schemes, the Council service would seek to reduce emissions via contractors using electric vehicles and specific components that have lower carbon emissions than available alternatives. For refurbishment schemes, emissions from retrofitting properties to a higher energy performance standard will be partially offset by increased energy efficiency. For new build schemes, there may be a smaller carbon impact per dwelling, where modern	It is recommended that a RICS 'whole life carbon assessment' or suitable alternative should be completed for at least one housing development, to provide evidence which can inform the design of future schemes and increase understanding of their respective carbon impacts.

				methods of construction are used. If trees are present on the site of a proposed development, they will be retained wherever possible. Planning consent for the removal of mature trees will depend on their equivalent replacement, plus 10%: as per 'Biodiversity Net Gain'.	
Carbon capture (e.g. through trees)?	Reduce emissions	The HRA Business plan identifies funding for environmental schemes which may include tree planting.			
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: The HRA Business Plan sets out the proposed value of investment in the housing service for the next 30 years. Given the government's commitment for the UK to be achieve net zero carbon by 2050 this will require substantial investment in the Council's housing stock over the life of the business plan. Initial estimates put the cost of this at *ca*. £585m which represents a formidable challenge to the HRA. It is acknowledged that the Housing Service must develop a roadmap of how the Council will achieve net zero carbon across it's housing stock.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Paul Elliott, Head of Housing Income and Support Services, Housing Services
Please outline any research, data, or information used to complete this [form].	N/A
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	N/A
Tracking [to be completed by Policy Support / Climate Champions]	Tracking reference: CIA 207 Arthur King, Principal Climate Change Officer, Finance and Customer Services

Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet – 22nd January 2023

Report Title
Public Sector Decarbonisation Scheme (PSDS) Grant Funded Decarbonisation Works

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

Strategic Director Approving Submission of the Report
Judith Badger, Strategic Director of Finance and Customer Services

Report Author(s)
David Rhodes, Environment, Energy and Data Manager
David.rhodes@rotherham.gov.uk
Steven Cope, Commercial Energy Officer
Steven.cope@rotherham.gov.uk

Ward(s) Affected
All

Report Summary

On 30 October 2019, the Council declared a Climate Emergency and set out its action plan covering the following seven policy themes of Energy, Housing; Transport; Waste; Built & Natural Environment; Influence and Engagement.

A Climate Emergency Action Plan was established, and progress has been reported annually since then. The policy and technological context of net zero is rapidly changing, and delivery of an annual action plan allows opportunities to be leveraged before they are missed. The Government has invested funding (Public Sector Decarbonisation Scheme (PSDS)) to assist with the decarbonisation of public buildings, and this report has been brought forward in order to seek approval to proposals which utilises the PSDS funding that will be invested in decarbonisation measures within Government allocated spending timeframes.

A significant challenge in delivering the Council's Climate Change Action Plan is the reduction in carbon emissions from the Council buildings that are a product of current gas energy supply. In order to consider how it might tackle this challenge the Council approved, as part of the Budget and Council Tax Report 2022/23, a capital investment to begin to decarbonise its buildings. This capital investment is used as a match funding requirement to enable the Council to secure external PSDS funding.

The Council proposes to explore opportunities to replace the gas boilers within a number of the existing operational buildings.

This report summarises the proposed approach to improving the energy efficiency and decarbonisation of eight Council buildings including works to install a low carbon heat source utilising funding from the Public Sector Decarbonisation Scheme (PSDS) and the allocated Council decarbonisation capital budget.

Recommendations

That Cabinet: -

1. Approves the use of grant funding from the Public Sector Decarbonisation Scheme, if successful, and a contribution from the existing Council capital decarbonisation to deliver the proposed works to the Council's operational property, as set out at paragraph 2.4 of this report.

2. Delegates authority to the Assistant Director of Financial Services in consultation with the Cabinet Member for Jobs and Local Economy to agree Air Source Heat connection contracts at each of the buildings as set out in paragraph 2.4 of this report.

List of Appendices Included
Appendix 1 PSDS Phase 3C Works
Appendix 2 Equalities Assessment
Appendix 3 Carbon Impact Assessment

Background Papers
Project Procurement and Delivery Guidance
Notice of Declaration of Climate Emergency 30-Oct-2019 14.00 Council Meeting.pdf (rotherham.gov.uk)
Responding to the Climate Emergency. Cabinet 23 March 2020:
Climate Change Annual Report Cabinet 20 March 2023

Consideration by any other Council Committee, Scrutiny or Advisory Panel
No

Council Approval Required
No

Exempt from the Press and Public
No

Public Sector Decarbonisation Scheme (PSDS) Grant Funded Decarbonisation Works

1. Background

1.1 On 30 October 2019, Rotherham Council declared a Climate Emergency and set out a plan of action to reduce carbon emissions generated by the Council, businesses, other organisations, and individuals across the Borough.

1.2 The following targets were set at its Cabinet meeting on 20 March 2020 to reduce carbon emissions across the Borough:

- The Council's carbon emissions to be at net zero by 2030
- Rotherham-wide carbon emissions to be at net zero by 2040

1.3 Since then, the Council has annually produced a Climate Change Action Plan which sets out how these targets will be met and covers seven themes including, Energy, Housing; Transport; Waste; Built & Natural Environment; and Influence and Engagement. The Council has committed funding to deliver a programme of building decarbonisation which will play a fundamental role in progressing the achievement of the Council's net zero target given that the energy use within the Council's current building portfolio produced approximately 3581.65tCO_2 between 2021-2022, or 32.5% of the Council's overall emissions.

1.4 The Council has allocated £6.4m funding in the approved Capital Programme, which can be used to secure external funding and deliver improvements to decarbonise operational buildings. In September 2023 Cabinet approved the Council's approach to decarbonisation of five of the Council's buildings through the Public Sector Decarbonisation Scheme, Riverside House, Town Hall, Civic Theatre, Clifton Park Museum and Orchard Centre. This report covers the next phase of proposed activity to further decarbonise the Council's property estate.

1.5 The Council submitted two applications on 7 November 2023 for £1,566,752 of external funding through the Public Sector Decarbonisation Scheme (PSDS) with a contribution of £3,152,833 required from the Council. A breakdown of the decarbonisation budgets and grants is included in Appendix 1 of this report. The results of the applications are not expected to be announced until January 2024 at the earliest.

2. Key Issues

2.1 A significant challenge in delivering the Council's Climate Change Action Plan is the carbon emissions produced as a result of current gas energy use. In order to consider how it might approach this challenge, the Council approved as part of the Budget and Council Tax Report 2022/23 a capital investment to begin to decarbonise its buildings. Decarbonisation works can consist of smaller enhancements for example, LED lighting, improved insulation, double glazing and solar Photovoltaics (PV) or much larger capital works such as removal of existing gas boilers and replacement with an alternative source of energy such as a heat network or air source heat pump.

2.2 Whilst the smaller enhancements will reduce the Council's carbon impact and improve energy efficiency, these actions alone will not be sufficient for the Council to achieve Net Zero by 2030. As such the Council proposes to explore opportunities to replace the gas boilers within a number of the existing operational buildings with low carbon heating systems. To achieve this, Asset Management has carried out the following actions:

- Identified Council owned operational buildings that comply with PSDS funding criteria. The buildings identified for PSDS Phase 3C funding include:
  1. Kimberworth Place.
  2. Matrix Dinnington Business Centre.
  3. Swinton Civic Hall.
  4. Oaks Lane Depot.
  5. Boston Castle.
  6. Hellaby Depot – Denby.
  7. Hellaby Depot – Sandbeck.
  8. Century 1 Business Centre.

- Decarbonisation site surveys have been carried out at each site listed above to identify decarbonisation measures, calculate energy/carbon savings, potential savings and estimated project costs. The reports have been used as evidence to support PSDS applications for each building. A summary of the decarbonisation interactions and calculated / estimated data is at Appendix 1 'PSDS Phase 3C Works'.

2.3 This report summarises the proposed approach to improving the energy efficiency of eight Council buildings including works to install a low carbon heat source utilising funding from the Public Sector Decarbonisation Scheme (PSDS) and the allocated Council decarbonisation capital budget.

2.4 The proposed works and low carbon heating systems will significantly reduce the Council's overall carbon impact from the following improvements.

Description of Work												
Building	**Decarbonisation of the heating systems**	**Loft insulation**	**Roof Insulation**	**Double glazing**	**Cavity wall Insulation**	**External wall insulation**	**Building Energy Management System**	**Heating - zone control valves**	**Hot water - efficient taps**	**Hot Water - efficient showers**	**LED Lighting**	**Lighting controls**	**Solar PV**
Kimberworth Place	X	X				X		X	X		X	X	X
Matrix Dinnington Business Centre	X						X	X			X	X	X
Swinton Civic Hall	X	X		X			X					X	X
Oaks Lane	X			X	X		X		X	X	X	X	X
Boston Castle	X	X	X	X			X				X	X	X
Hellaby - Denby	X						X			X	X	X	X
Hellaby - Sandbeck	X						X		X			X	X
Century Business Centre	X										X		X

2.5 The above works are estimated to save the Council 310 tCO_2 annually and are estimated to improve energy efficiency. The carbon emissions of an air source heat pump are linked with the current make-up of the UK's gas supply and would reduce gradually as the UK invested in more renewable energy generation.

2.6 The PSDS scheme will enable the eight buildings to be ready to install air source heat pumps. It is critical for the PSDS grant funding that the Council does carry out the building works and does install a low carbon energy source by 1 February 2026. If the Council does not achieve this, the grant will be subject to clawback as the energy savings from the smaller measures such as solar panels do not provide a sufficient reduction in carbon emissions to meet the grant conditions.

2.7 In accessing the PSDS grant funding the Council had to indicate which type of low carbon heat source it would be looking to use. As such the buildings have been assessed by low carbon heating specialists and air source heating is recommended at each site.

2.8 The timeframe for spending the grant is:

- Year 1 24/25 - £180,400
- Year 2 25/26 - £1,386,352
- **Total - £1,566,752**

The funding cannot be carried over beyond these dates.

3. Options considered and recommended proposal

3.1 A number of potential options have been considered including:

Option 1 (Preferred Option) – That the Council:

1. Approves the use of grant funding from the Public Sector Decarbonisation Scheme if awarded and a contribution from the existing Council capital decarbonisation fund to deliver, via a compliant procurement process the proposed works to the Council's operational properties outlined at paragraph 2.4 of this report.

This is the recommended option.

3.2 **Option 2 –** Procuring individual projects for known decarbonisation measures on Council operational buildings.

The process of numerous tenders is lengthy, costly, onerous, will delay measures and carbon reductions and would be more resource intensive to deliver.

This option means that the Council will no longer be able to use the PSDS funding for the specified eight buildings as the procurement process is too lengthy to allow completion of the works. It also requires a full building approach which ad hoc decarbonisation or energy efficiency projects would not achieve. As a result, this option is not recommended.

3.3 **Option 3** – Do nothing

This option proposes that no further decarbonisation work on the proposed buildings is undertaken, other than energy efficiency works using the Council's allocated decarbonisation budget.

In light of the Council's declaration of a climate emergency in 2019 and subsequent target to achieve net zero by 2030, a do nothing approach is not recommended. Replacement of gas boilers with a sustainable low carbon alternative alongside improvements in overall energy efficiency are integral to meeting this target due to the substantial carbon emissions arising from gas combustion.

4. Consultation on proposal

4.1 There has not been any public consultation on this proposal.

5. Timetable and Accountability for Implementing this Decision

5.1 Asset Management will be responsible for implementing the decision in accordance with the timetable below:

Milestone	Date
Cabinet Decision	Q3 23/24
Contractor/Supplier Procurement	Q4 23/24 – Q2 24/25
PSDS Site works and Commissioning	Q3 24/25 – Q4 25/26
Y1 PSDS Invoice Deadline	31st March 2025
Y2 PSDS Invoice Deadline	31st March 2026

6. Financial and Procurement Advice and Implications

6.1 The Council is awaiting the outcome of bids for PSDS grant funding for decarbonisation works totalling £1,566,752. If successful, the Council's required match funding contribution is £3,152,833 to be funded from the approved Capital budget for decarbonisation works of £6.4m. Full details of the capital costs of the proposed works, and the associated annual financial impact and carbon savings arising, are included within Appendix 1 of this report.

6.2 The Council must ensure that the procurement activity is undertaken in compliance with procurement legislation, namely the Public Contracts Regulations 2015 (as amended) and the Council's own Financial Procurement Procedure Rules. An assessment needs to be made to determine the most appropriate route to market to ensure it meets the projects requirements and can be delivered within the required funding timescales.

7. Legal Advice and Implications

7.1 The measures proposed are in compliance with the funding requirements. Further the Council must ensure that the other terms of the funding agreement are complied with in particular around timescale for delivery.

7.2 As stated above, the proposed procurement must comply with the Public Contract Regulations 2015 (as amended). An appropriate set of terms and conditions will then need to be concluded with the selected partner(s) to protect the Council's interests and ensure successful delivery of the project.

7.3 Section 9D of the Local Government Act 2000 requires that all functions of a local authority are the responsibility of the executive unless otherwise specified in regulations. The discharge of functions in relation to the project set out in the report are not specified within legislation or regulations as to not be functions of

the executive. Therefore, this is an executive power to be exercised by the Cabinet

8. Human Resources Advice and Implications

8.1 There are no human resources implications arising from this report.

9. Implications for Children and Young People and Vulnerable Adults

9.1 No implications identified.

10. Equalities and Human Rights Advice and Implications

10.1 No implications identified though equalities assessment conducted and attached at Appendix 2.

11. Implications for CO_2 Emissions and Climate Change

11.1 Positive implications have been identified within the Carbon Impact Assessment at Appendix 3 including:

- Reduced CO_2 emissions from Council operational buildings through decarbonisation, increased on-site renewable energy and energy efficiency measures.
- The scheme is estimated to reduce 301.5 tonnes CO_2 per annum.

12. Implications for Partners

12.1 No implications identified.

13. Risks and Mitigation

13.1 The main risks include:

a. The Council is not successful in acquiring grant funding due to the highly competitive nature of the public sector decarbonisation scheme; future bids on these buildings would then be prohibited.

   Mitigation – Use of the Council's allocated capital budget will allow the works to proceed.

b. Unable to complete the schedule of works funded by the Government's Public sector Decarbonisation Scheme within the timeframes agreed in the grant offer letter.

   Mitigation – Accurate planning and delivery with the decarbonisation delivery partner will prevent going beyond the time criteria stipulated by Government and incurring penalties.

c. An increase in market prices for the installation of decarbonisation measures.

Mitigation – The market prices will be continuously monitored and if necessary, the schedule of rates adjusted, and programmes adjusted to align with changes.

d. Revenue costs exceed expected budgets or fluctuate unexpectedly.

Mitigation – A financial breakdown of expected revenue costs, i.e., energy and maintenance costs are included in Appendix 1. Close liaison with Financial Services will be essential to ensure allocated budgets and revenue costs align.

14. Accountable Officers

Jonathan Marriott, Head of Asset Management

Approvals obtained on behalf of:-

	Named Officer	**Date**
Chief Executive	Sharon Kemp	08/01/24
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	02/01/24
Assistant Director, Legal Services (Monitoring Officer)	Phillip Horsfield	03/01/24

Report Author: David Rhodes, Environment, Energy and Data Manager david.rhodes@rotherham.gov.uk
*Steven Cope, Commercial Energy Officer steven.*cope@rotherham.gov.uk

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Appendix 1 PSDS Phase 3C Works

Meeting	Cabinet
Date	22nd January 2024
Item No. & Title	Council Building Decarbonisation Programme - PSDS Phase 3C Works

1. Financial Implications

1.1 There are financial implications to be considered as part of the proposed decarbonisation works, these are a mix of one-off capital project costs, implications on the Council's future energy costs and risks associated with grant clawback. This appendix details the financial implications associated with the key aspects of the Council's proposed decarbonisation works relating to the installation of air source heating and energy efficiency measures.

Decarbonisation Works to Operational Buildings

Capital Costs

1.2 It is proposed that the following energy efficiency works are carried out to eight of the Council's operational buildings, to reduce their carbon impact:

Energy Efficiency Projects:

Building	Description of Work	Project Cost	Annual kWh Savings	% kWh Savings	Carbon Savings (tonnes/Year)	Annual Financial Impact
Kimberworth Place	Loft insulation	£507,509	11,378	4%	2.1	£621
	External wall insulation		20,518	7%	3.7	£1,121
	Heating - zone control valves		18,541	6%	3.4	£980
	Hot water - efficient taps		17,510	7%	3.2	£956
	LED		10,120	6%	2.1	£1,525
	Lighting controls		2,805	2%	0.6	£423
	Solar PV		25,161	15%	5.2	£3,791
Matrix Dinnington Business Centre	BEMS	£285,777	29,297	20%	4.5	£2,591
	Heating - zone control valves		15,637	8%	2.9	£854
	LED - new fitting		8,692	8%	2.0	£1,310
	Solar PV		69,261	67%	14.0	£10,435
	Meters - heat		5,418	0%	1.0	£816
Swinton Civic Hall	Double glazing	£71,765	2,004	3%	0.4	£110
	Cavity wall insulation		6,189	9%	1.1	£338
	BEMS		4,582	10%	0.9	£375
	HW taps		447	2%	0.0	£67
	LED		2,092	8%	0.1	£315
	Lighting controls		891	3%	0.2	£134
	Solar PV		10,678	41%	2.2	£1,609
Oaks Lane	Double glazing	£60,133	1,189	2%	0.2	£65
	Loft insulation		7,629	13%	1.4	£417
	BEMS		3,172	10%	0.6	£229
	HW showers*		354	-9%	0.0	-£116
	HW taps		1,422	3%	0.3	£78

	Lighting controls		506	4%	0.1	£76
	Solar PV		10,111	87%	2.1	£1,523
Boston Castle	Double glazing	£41,304	922	6%	0.2	£50
	Roof insulation		719	5%	0.1	£39
	BEMS		1,084	10%	0.2	£89
	LED		1,102	18%	0.2	£166
	Solar PV		2,283	37%	0.5	£344
Hellaby - Denby	BEMS	£94,342	6,157	10%	2.0	£569
	HW showers*		826	-1%	0.0	-£272
	HW taps		641	1%	0.1	£35
	LED		238	0%	0.0	£36
	Lighting controls		5,401	11%	0.5	£814
	Solar PV		30,717	63%	6.0	£4,628
Hellaby - Sandbeck	BEMS	£158,201	20,254	10%	3.4	£1,484
	HW taps		10,359	3%	1.9	£566
	Lighting controls		12,190	15%	3.0	£1,837
	Solar PV		59,884	76%	12.0	£9,022
Century Business Centre	LED lighting	£424,344	18,870	19%	0.9	£2,843
	Solar PV		48,369	12%	2.3	£7,287
	BEMS		51,079	15%	6.0	£7,696
TOTAL		**1,643,375**	**556,699**		**93.5**	**67,874**

***The work to convert to electric showers is estimated to have a small negative cost impact.**

Heating Decarbonisation Works:

Building	Description of Work	Project Cost	Annual kWh Savings	% kWh Savings	Carbon Savings (tonnes/Year)	Annual Financial Impact
Kimberworth Place	Replace current fossil fuel system with ASH to provide a combined heating and DHW system	£638,006	173,344	45%	30.6	£5,000
	Electrical works to incoming supply and distribution					
Matrix Dinnington Business Centre	Replace current fossil fuel heating system with ASH to provide heating	£270,038	106,187	42%	18.0	£2,727
	Replace current fossil fuel DHW system with electric point of use heaters.*		9,720	2%	2.0	-£75
	Electrical works to incoming supply and distribution					
Swinton Civic Hall	Replace current fossil fuel heating system with ASH to provide heating	£207,251	35,505	34%	6.2	£1,126
	Replace existing central immersion heater with an electric point of use heater.		1,141	4%	0.2	£178
	Electrical works to incoming supply and distribution					
Oaks Lane	Replace current fossil fuel heating system with ASH to provide heating	£125,394	32,322	26%	5.7	£1,456
	Replace current fossil fuel DHW system with electric point of use heaters.*		-664	16%	-0.2	-£261
	Replace gas radiant heater with an electric radiant strip panel.*		-5,304	0%	-1.1	-£827
	Electrical works to incoming supply and distribution					

Boston Castle	Replace current fossil fuel heating system with ASH to provide heating	£145,722	8371	27%	1.4	£197
	Replace current fossil fuel DHW system with electric point of use heaters.*		-1286	-29%	-0.3	-£281
Hellaby - Denby	Replace current fossil fuel heating system with ASH to provide heating	£137,357	48,641	56%	8.0	£1,543
	Replace current fossil fuel DHW system with electric point of use heaters.		4,290	5%	1.0	£142
	Electrical works to incoming supply and distribution					
Hellaby - Sandbeck	Replace Ambi-Rad heaters with LTHW radiant panels fed by ASHP	£763,444	92,495	-13%	23.6	£1,579
	Replacing gas boiler with ASHP		75,370	-11%	18.5	£1,659
	Electrical works to incoming supply and distribution					
Century Business Centre	Replace current fossil fuel system with ASH to provide a combined heating and DHW system	£789,000	384,954	80%	94.3	£11,704
TOTAL		**3,076,212**	**965,086**		**208.0**	**25,866**

The electrical system upgrade cost at Century hasn't been included due to the complexity and extent of the work involved to remove the individual supply meters to each unit and upgrade the existing supply point to increase capacity for the heat pumps.

***The work to convert to electric heaters is estimated to have a small negative cost impact.**

1.3 The capital costs of the energy efficiency works, such as LED's and solar panels are broken down per operational building below. The total estimated cost of these is £1,643,375.

Building	Energy Efficiency Works
Kimberworth Place	£507,509
Matrix Dinnington Business Centre	£285,777
Swinton Civic Hall	£71,765
Oaks Lane	£60,133
Boston Castle	£41,304
Hellaby - Denby	£94,342
Hellaby - Sandbeck	£158,201
Century 1 Business Centre	£424,344
Total	**£1,643,375**

1.4 The capital costs of upgrading the Council buildings to enable air source heating to be installed are shown below. The total estimated cost is £3,076,212.

Building Name	Description of Work	Total Project Cost (£)
Kimberworth Place	Replace current fossil fuel system with ASH to provide a combined heating and DHW system	£638,006
Century 1 Business Centre		£789,000
	Total	**£1,427,006**
Matrix Dinnington Business Centre	Replace current fossil fuel heating system with ASH to provide heating	£258,384
Swinton Civic Hall		£200,665
Oaks Lane		£98,228
Boston Castle		£141,511
Hellaby - Denby		£125,164
Hellaby – Sandbeck		£235,301
	Total	**£1,059,253**

Matrix Dinnington Business Centre	Replace current fossil fuel DHW system with electric point of use heaters.	£11,654
Oaks Lane		£8,168
Boston Castle		£4,211
Hellaby - Denby		£12,193
	Total	**£36,226**
Swinton Civic Hall	Replace existing central immersion heater with an electric point of use heater.	£6,586
Oaks Lane	Replace gas radiant heater with an electric radiant strip panel.	£18,998
Hellaby - Sandbeck	Replace Ambi-Rad heaters with LTHW radiant panels fed by ASHP	£528,143
	Total	**£553,727**
	Low Carbon Heating Total	**£3,076,212**

1.5 The works expected to cost approximately £4.7m in total will be funded from a combination of PSDS grant of £1,566,752 and a Council contribution of £3,152,833. The Council contribution will come from Capital funding for the operational building decarbonisation programme (total Capital budget of £6.4m). From the £6.4m, £1m has already been allocated as part of the Council Building Decarbonisation Programme submitted to Cabinet in September 2023. All costs for works are estimated and subject to procurement. As such there is an element of risk in the cost estimates, especially given the current impact of inflation remains a challenge. However, the Council's decarbonisation programme of £6.4m is available to support potential increased costs following the procurement process should it be required. The grant application does include a capital contingency of £313k (7%), however, it is prudent to increase this to 15% given the current inflationary challenges in the market to be funded from the Council's decarbonisation programme. The table below summarises the projected capital costs.

Application	Total Grant Requested	Council Match Contribution	Technology Breakdown		Total Project Cost
Century 1	£576,848	£636,496	Energy Efficiency	£424,344	£1,213,344
			Low Carbon Heating	£789,000	
Kimberworth, Matrix, Swinton Civic ,	£989,904	£2,516,337	Energy Efficiency	£1,219,030	£3,506,241

Oaks Lane, Boston Castle, Hellaby			Low Carbon Heating	£2,287,211	
Project Construction Contingency – increase to 15%		£313,000			£313,000
Total Grant	£1,566,752				£5,032,585
Total Council Match		£3,465,833			
Project Cost	£5,032,585				

Revenue implications

1.6 It is estimated that the proposed smaller energy efficiency projects will generate a cost reduction for the Council of £68k per year, whilst the larger heat decarbonisation works are estimated to generate a further £26k saving per year. These savings are due to reduced usage of gas and electricity. Therefore, reducing the Council's overall utility costs at these buildings.

1.7 A vital part of the financial implications of the current proposal is estimating the revenue implications that the Council will see should it move from the current gas boilers to Air Source Heating at these premises. This presents a challenge as future projections for gas prices have always been difficult and even more so given the recent global conditions that have distinctly impacted gas prices.

1.8 In order to support the decision-making process, the table below provides a simple comparator of the current financial impact of converting from fossil fuel heating (heating and water) to low carbon / electric alternatives based on current rates and projected rates at the time when the proposed Air Source Heating / point of source water heating would be operational.

Figures based on proposed 8 Council Buildings	22/23 Gas Heating Costs	Projected Gas Heating 23/24	Projected Gas Heating 24/25	Projected Gas Heating 25/26	Air Source Heating estimated costs 25/26
Annual cost of energy usage	£209,389	£182,410	£88,437	£86,299	£60,487
Service & maintenance Costs	£6,900	£7,590	£8,349	£9,184	£8,319
Total cost	**£216,289**	**£190,000**	**£96,786**	**£95,483**	**£68,806**

Movement from projected 25/26 Gas Heating					**-£26,677**

1.9 Based on these projections for Gas and ASH rates and the current demand levels the annual impact of a movement to ASH would be a decrease in revenue cost of £27k per year. The below table compares the estimated 10-year cost position between Gas Boilers and a potential Air Source Heat Pump. It should be noted that these are volatile markets and as such these are estimated only and officers will need to keep a close watch on the market as proposed capital works progress.

Site	**Energy Cost (£) Total for 10-year period**	
	ASHP	**Gas Boiler**
Century Business Centre	£210,662	£295,465
Kimberworth Place	£100,517	£134,698
Matrix Dinnington Business Centre	£81,697	£94,295
Swinton Civic Hall	£18,449	£26,965
Oaks Lane	£32,513	£25,508
Boston Castle	£10,155	£7,271
Hellaby Depot	£158,315	£180,410
Maintenance	£132,579	£146,369
Total	**£744,888**	**£910,981**

This table doesn't include any additional savings that will be gained from the reduced consumption from energy efficiency projects.

1.10 Installation of air source heating will significantly reduce the carbon emissions from buildings, with an estimated annual direct reduction of 208 tonnes CO_2 per annum from low carbon heating systems. A total of 301 tonnes CO_2 per annum is expected when including additional energy efficiency measures. Reduction will increase further in the future when low carbon electricity sources are developed and used by the Council and Government plans to decarbonise with the grid (2023 grid electricity is 207g CO2 per kWh) are achieved. All installed gas boilers are reaching the end of their life and will need to be replaced/upgraded within the next few years at an estimated cost of £270k.

1.11 Further reductions in consumption, estimated at ~8% would be delivered through the implementation of the additional efficiency measures as part of the PSDS capital project, excluding photovoltaic installation work. It is essential that the fabric of these buildings is improved where possible to ensure that heat losses are significantly reduced, resulting in cost, and carbon, savings for the Council. This reduction has not been included in the above revenue estimates because it cannot be estimated until design. This reduction would not be expected for the 'as is' gas boiler option as the PSDS funding cannot be accessed for gas heated systems (unless the Council decided to use its own funding for this work).

1.12 The cost projections are estimates, the Council is unable to control how costs may increase year on year regarding gas and electricity prices. The forecasted energy prices are based on predicted Cornwall Insight (energy consultancy) energy prices.

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: Council Building Decarbonisation Programme	
Directorate: Finance & Customer Services	**Service area:** Financial Services
Lead person: David Rhodes	**Contact:** 01709 254015

Is this a:

☐	**Strategy / Policy**	☐	**Service / Function**	x	**Other**

If other, please specify –

1. Procurement and delivery of Public Sector Decarbonisation Scheme (PSDS) funded decarbonisation works on 8 Council owned properties.

2. Please provide a brief description of what you are screening
Procurement and delivery of Government Public Sector Decarbonisation Scheme (PSDS) funded decarbonisation works on Council owned properties.

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? *(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)*		x
Could the proposal affect service users? *(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)*		x
Has there been or is there likely to be an impact on an individual or group with protected characteristics? *(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)*		x
Have there been or likely to be any public concerns regarding the proposal? *(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)*		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? *(If the answer is yes you may wish to seek advice from commissioning or procurement)*		x
Could the proposal affect the Council's workforce or employment practices? *(If the answer is yes you may wish to seek advice from your HR business partner)*		x
If you have answered no to all the questions above, please explain the reason		
Because the selection and contract award of a procurement processes, the decarbonisation works will not have an impact as indicated. The buildings are also part of the Council's operational estate and mitigation will be in place to ensure continued service delivery during implementation.		

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?**

N/A

- **Key findings**

N/A

- **Actions**

N/A

Date to scope and plan your Equality Analysis:	N/A
Date to complete your Equality Analysis:	N/A
Lead person for your Equality Analysis (Include name and job title):	David Rhodes, Environment, Energy and Data Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Jonathan Marriott	Asset Management HoS	03/11/2023

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	24/10/2023
Report title and date	Council Building Decarbonisation Programme
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	22nd January 2023
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	03/11/23

Appendix 3 Carbon Impact Assessment – Council Building Decarbonisation Programme PSDS Phase 3C

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?	Positive Impact	Installing low carbon heating systems; reducing energy consumption; and increasing on site capacity for renewable energy generation where feasible will cut carbon emissions from operational buildings.	Reduced emissions	-	Greenhouse emissions from operational buildings are monitored and reported against the Council's Net Zero 2030 (NZ30) climate change commitment.
Emissions from transport?	Reduces Emissions	There will be minimal impact during the installation phases.	Reduced emissions	Transport will be kept to a minimum during installation.	Contractors will be required to report project emissions on completion.
Emissions from waste, or the quantity of waste itself?	No impact	-	-	-	-
Emissions from housing and domestic buildings?	No impact	-	-	-	-
Emissions from construction and/or development?	Impact Unknown	There will be minimal impact during the installation phase.	Minimal	Contractors will reduce emissions and environmental impact where possible.	Liaison with Council officers will include monitoring of activities to ensure minimal impact

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:

Reduced greenhouse emissions from Council operational buildings through decarbonisation, increased on-site renewable energy and energy efficiency measures, monitored through existing NZ30 emissions accounting.

The Council has cut its energy consumption and operational greenhouse gas emissions since 2014. Decarbonisation measures will accelerate reductions, contributing to the Council's NZ30 climate change commitment.

	Annual CO_2 Emissions (tonnes)	% Reduction
2014/2015	14,589	0
2015/2016	12,796	12.29%
2016/2017	10,896	14.85%
2017/2018	9,047	16.97%
2018/2019	7,005	22.57%
2019/2020	6,003	14.30%
2020/2021	5,034	16.14%
2021/2022	4,844	3.77%

Supporting information:	
Completed by: (Name, title, and service area/directorate).	David Rhodes, Environmental, Energy & Data Manager, Finance and Customer Services
Please outline any research, data, or information used to complete this form.	Internal energy use data, as summarised in CRC and NZ30 greenhouse gas emissions reports; greenhouse gas conversion factors as per the following.
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.	Conversion factors for greenhouse gas reporting by UK organisations (data series). Government conversion factors for company reporting of greenhouse gas emissions - GOV.UK (www.gov.uk)
Tracking [to be completed by Policy Support / Climate Champions]	Tracking reference: CIA 173 Arthur King, Principal Climate Change Officer, Strategic Asset Management, Finance and Customer Services

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Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet – 22 January 2024

Report Title
Local Labour Policy – Planning

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)
Winsze Lam, Assistant Planning Policy Manager
01709 822874 or winsze.lam@rotherham.gov.uk

Ward(s) Affected
Borough-wide

Report Summary

Expanding economic opportunity is one of the five themes set out in the Council Plan Vision. To help to deliver this, action 4.5 of the Year Ahead Plan 2023 – 2024 sets out a requirement for the Council to '*Adopt a local labour policy to encourage and/or enable local people to access job opportunities arising from major development sites'*.

Rotherham's Local Plan provides the framework for determining planning applications. Core Strategy Policy CS10 'Improving Skills and Employment Opportunities' sets out how the Council will work with our partners to promote education, training and local employment opportunities. The purpose of the Local Labour Policy Interim Policy Statement (IPS) is to provide guidance on how Policy CS10 be implemented by requiring developers to enter into Local Labour Agreements through planning conditions. Once adopted, it will be a material consideration which can be taken into account when determining planning applications.

This report therefore seeks Cabinet approval to adopt the Local Labour Policy IPS which sets out the requirement for major and/or employment generating developments entering into Local Labour Agreements, increasing the opportunities for local people to access training and local employment.

Recommendations

1. That Cabinet adopts the Local Labour Policy Interim Policy Statement.

List of Appendices Included

Appendix 1 Local Labour Policy Interim Policy Statement
Appendix 2 Equality Part A – Screening
Appendix 3 Carbon Impact Assessment

Background Papers

National Planning Policy Framework
https://www.gov.uk/guidance/national-planning-policy-framework

The Town and Country Planning (Local Planning) (England) Regulations 2012
https://www.legislation.gov.uk/uksi/2012/767/contents/made

Rotherham Council Plan 2022 – 2025
https://www.rotherham.gov.uk/downloads/file/2719/council-plan-2022-25

Rotherham Council Year Ahead Delivery Plan 2023-2024
https://www.rotherham.gov.uk/downloads/file/3186/year-ahead-delivery-plan-for-2023-24

Cabinet Report on Council Plan and Year Ahead Delivery Plan Progress for 2022-2023 (Item 189, 10 July 2023)
https://moderngov.rotherham.gov.uk/documents/s141847/Council%20Plan%20and%20YADP%20Progress%20report%20for%20Cabinet%20July%202023%20190623%20FINAL%20v3.pdf

Rotherham Local Plan Core Strategy 2013 – 2028
https://www.rotherham.gov.uk/downloads/file/307/adopted-rotherham-core-strategy

Adopted Statement of Community Involvement
https://www.rotherham.gov.uk/downloads/download/80/statement-of-community-involvement

Guidance on the use of planning conditions
https://www.gov.uk/guidance/use-of-planning-conditions

Consideration by any other Council Committee, Scrutiny or Advisory Panel
No

Council Approval Required
No

Exempt from the Press and Public
No

Local Labour Policy – Planning

1. Background

Council Plan

1.1 The Council Plan 2022-25 is a key document which sets out the Council's vision for the Borough and priorities for serving residents and communities and is informed by public consultation.

1.2 The Council Plan is framed around five themes, including Theme 4 - 'Expanding Economic Opportunity', which includes a commitment to 'S*upport people to improve their skills and secure decent work through a range of schemes and initiatives'*.

1.3 The Council Plan includes a Year Ahead Delivery Plan which sets out the key activities to be delivered over a 12-month period. The Year Ahead Delivery Plan for 2023-24 was approved by Cabinet on 24 April 2023.

1.4 Previously, local labour clauses have being applied using planning conditions on major planning permissions, increasing the chances for local people to access jobs. Clauses have been applied to developments at: Wentworth Woodhouse, Eastwood trading estate, Bessemer Way (Templeborough), Rotherham Road (Dinnington), the Swinton town centre redevelopment scheme, Churchill House at Eastwood and Callflex Business Park at Golden Smithies Lane amongst others. This will enable local people to access job opportunities arising from major development sites.

1.5 One of the priority actions to ensure the Council achieves '*a growing economy that provides decent jobs and chances to progress*' is to:
'*Adopt a local labour policy to encourage and/or enable local people to access job opportunities arising from major development sites'*.

Planning Policy

1.6 The Council's Local Plan provides a long-term development strategy, setting out policies and proposals for new development. It consists of several documents, including the Core Strategy 2013 – 2028, and is used to determine planning applications.

1.7 Core Strategy Policy CS10 'Improving Skills and Employment Opportunities' sets out how the Council will work with our partners to promote education, training and local employment opportunities.

1.8 Policy CS10 of the Local Plan states:

'*The Council will work with its partners to improve skills in all of Rotherham's communities through the promotion of access to training, education and local employment opportunities. Where appropriate and viable the Council will seek to enter into a local labour agreement with applicants and developers to improve the links between local communities, developers and employers by:*

a) *Ensuring that new developments contribute to the provision of education and training;*
b) *Promoting local employment opportunities, and securing construction training experience through employment on site, through financial contributions or through other training programmes.*'

2. Key Issues

2.1 The purpose of this report is to seek Cabinet approval to adopt the Local Labour Policy IPS (Appendix 1), which explains how the Council will seek to enter into local labour agreements with developers and applicants through planning conditions.

2.2 Its adoption will help to generate local economic value, to further support and implement the Council's approach to deliver social value, in line with the focus set out in the Year Ahead Plan and the vision of the Council Plan 2022 – 2025.

Summary of the IPS

2.3 The Council is looking for new major development or where development will result in the creation of 15 or more new full time jobs, to contribute through the provision of new local jobs, education and training opportunities where this is appropriate and viable. It is recognised that these could include opportunities both during the construction phase of development through to eventual occupiers.

2.4 These opportunities could be provided in a variety of ways, including direct provision of training or employment. The Council will seek to deliver these opportunities by entering into a local labour agreement with developers and applicants using planning conditions when granting permission for major and/or employment generating development.

2.5 There are two different planning conditions that will be used and, depending on the nature and scale of development, one or both may be imposed when granting planning permission. These requirements will also be highlighted as part of any pre-application discussions on major schemes.

2.6 The first condition relates to the submission of a scheme to show the use of local labour during the construction phase for Major Developments and could be based on the following wording or similar:

Construction Phase
Prior to the commencement of development, the attached Local labour Agreement pro forma for the construction phase of the development shall be completed in its entirety and submitted to and approved in writing by the Local Planning Authority. The development shall thereafter be carried out in accordance with the approved Agreement and within 3 months of completion of the approved development, data shall be submitted to the Local Planning Authority demonstrating how the indicators were met.

2.7 The second condition relates to the use of Local Labour in the operational development for Major schemes. This will only be relevant where there is employment generated as a part of the application, such as, retail, office, major

industrial developments etc and would again be based on the following wording or similar:

Operational Phase
Prior to the operational use of the land/building(s) hereby approved, the attached Local labour Agreement pro forma outlining measures to be taken to employ local workers for the operational phase of the development shall be completed and submitted to and approved in writing by the Local Planning Authority. The development shall thereafter be carried out in accordance with the approved details and no later than 6 months from the date of first operation information shall be submitted to the Local Planning Authority providing details relating to the percentage of staff currently employed from the local area.

2.8 Planning applications for minor (smaller) developments do not need to have a Local Labour Agreement, although a voluntary written commitment (for example, within planning applications) to try to recruit and procure locally will be welcomed and encouraged.

2.9 To comply with the condition(s), an applicant must submit a Local Labour Agreement for consideration. The IPS includes a template for a Local Labour Agreement. Planning officers will liaise with RiDO officers to ensure the submitted information meets the requirement of the planning condition(s).

2.10 For the purposes of the Local Labour Agreement, a local person or business is defined as a person already resident, or a business already located within Rotherham borough boundary or, if that is not possible with reasonable endeavours, within a 15 miles radius of the development site.

2.11 The Council expects developers to use reasonable endeavours to meet the threshold for local employment and/or training opportunities, by working closely with Jobcentre Plus and advertising locally.

3. Options considered and recommended proposal

3.1 Option 1: That Cabinet adopts the Local Labour Policy Interim Policy Statement.

The approach set out in the IPS has been implemented along with delivery and monitoring mechanisms in the last few years, in accordance with Policy CS10 of the Local Plan. This is in line with the focus set out in the Year Ahead Plan and the vision of the Council Plan 2022 – 2025.

Taking forward the IPS will formalise this approach by providing clear guidance to applicants, helping to speed up the planning process by minimising amendments or negotiations often necessary following submission of planning applications. This will give more certainty for the community and prospective developers on the Council's preferred approach to the subjects covered by the IPS.

3.2 **Option 2: That Cabinet declines to adopt the Local Labour Policy Interim Policy Statement and develops a separate policy.**

Policy CS10 is part of the adopted Local Plan, which must be taken into account when determining planning applications. To pursue a separate policy outside of the Local Plan would not have the same weight in decision making on planning applications. The Council would also risk not meeting the target set out in the Year Ahead Plan and fail to achieve the vision of the Council Plan.

3.3 **Option 1** is the recommended option.

4. Consultation on proposal

4.1 It is appropriate to impose conditions on planning permission where they are necessary, relevant to planning and to the development to be permitted, enforceable, precise and reasonable in all other respects.

4.2 As part of the requirement in preparing and adopting the Core Strategy, the Council consulted extensively with local residents and businesses, interest groups, statutory bodies, services within the Council and elected members. This culminated with the Council submitting the document to the Secretary of State for examination by an independent planning inspector.

4.3 The Inspector determined that the Core Strategy is “sound”, in other words it complies with the law and is fit for purpose. The Inspector concluded the Council has fully met all the legal requirements around consultation and complied with the duty to co-operate with other authorities and bodies.

4.4 The use of planning conditions to enhance local labour opportunities is in accordance with Policy CS10 of the adopted Core Strategy.

4.5 While agreeing conditions early is beneficial to all parties involved in the process and can speed up decision-making, there is no statutory requirement for public consultation to adopt an Interim Policy Statement. The IPS gives guidance on how to meet the requirement of Policy CS10 to encourage local labour employment and training opportunities.

5. Timetable and Accountability for Implementing this Decision

5.1 Subject to Cabinet approval, the Council will use the IPS when considering relevant major and/or employment generating developments.

5.2 Officers in the Planning Service and RiDO will continue to work collaboratively at pre-application stage and review information submitted by applicants in compliance with planning conditions.

5.3 The Planning Service will monitor the implementation of the planning conditions. The percentage of working age population educated to certain levels within the Borough is monitored in the Local Plan Annual Monitoring Report.

5.4 To achieve consistency with the Council's document style, minor changes to numbering, formatting and images may be made prior to publication of the IPS.

6. Financial and Procurement Advice and Implications

6.1 There are no direct financial implications arising from this report. The cost of Council officer time and other associated costs, involved in the preparation of the IPS and the subsequent implementation, will be contained within existing approved revenue budgets.

6.2 There are no direct procurement implications associated with the recommendations detailed in this report.

6.3 When developers have been appointed through the Council's procurement process, they are required to demonstrate a Social Value commitment that uses the national Themes, Outcomes, Measures framework (TOMs), and part of that framework includes for the use of local employment. In these cases, officers should liaise with procurement and policy officers to ensure the local employment agreements are in line with the TOMs.

7. Legal Advice and Implications

7.1 The Council has a legal duty to comply with and implement the Local Plan Core Strategy and the report seeks to fulfil the Council's requirements.

8. Human Resources Advice and Implications

8.1 There are no direct human resource implications arising from this report.

9 Implications for Children and Young People and Vulnerable Adults

9.1 There are no direct implications for children and young people and vulnerable adults arising from this report. The endorsement of the policy of creating local labour employment opportunities would promote access to employment, education and training and seek to ensure that new developments contribute towards this by providing training, education and local employment opportunities which benefit both businesses and local communities.

10. Equalities and Human Rights Advice and Implications

10.1 An equalities screening has been completed and is attached at Appendix 2. A full equalities analysis is not required.

10.2 Should the IPS be adopted, this will give weight in planning decision making and provide clearer guidance to ensure new developments contribute towards local economic value by providing training, education and local employment opportunities.

11. Implications for CO_2 Emissions and Climate Change

11.1 There are no direct implications on CO_2 emissions or climate change.

11.2 Promoting local employment and education can reduce the travel distance between home, workplace and education facilities, which could help to minimise travel needs and CO_2 emissions from vehicles.

11.3 The Carbon Impact Assessment is attached at Appendix 3.

12. Implications for Partners

12.1 The implications for partners or other directorates are mainly associated with the delivery of the training and employment opportunities. It is anticipated that on-going discussions and negotiations will take place throughout the process.

13. Risks and Mitigation

13.1 Developers may not agree with the imposition of the local labour employment conditions to the planning permission or apply to amend/remove planning conditions, which may lead to more planning appeals against the Council. It is therefore important that planning conditions comply with the tests set out in paragraph 4.1.

13.2 Officers will engage with applicants and developers at the pre-application stage to ensure they are made aware of the local labour policy requirement.

13.3 If later applications are submitted to amend or remove the local labour planning conditions from the planning permission granted, robust justification would be required.

13.4 If a development fails to comply with local labour planning conditions, enforcement action for the non-compliance will be considered.

14. Accountable Officers

Simon Moss, Assistant Director – Planning, Regeneration and Transport

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	**Date**
Chief Executive	Sharon Kemp	08/01/24
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	19/12/23
Assistant Director,Legal Services (Monitoring Officer)	Phil Horsfield	19/12/23

Report Author: Winsze Lam, Assistant Planning Policy Manager
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This report is published on the Council's website.

Rotherham local plan

LOCAL LABOUR POLICY
Interim Policy Statement

January 2024

www.rotherham.gov.uk

Rotherham Metropolitan Borough Council

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SECTION 1: INTRODUCTION

1.1 This Interim Policy Statement (IPS) provides advice and assistance to applicants and developers on the role and requirements for Local Labour Agreements, so that local people, contractors, and sub-contractors benefit from new employment opportunities created by major developments in the borough. Rotherham Council supports and promotes the use of local people and businesses arising from the construction of new development and its subsequent use and operation.

1.2 The Rotherham Local Plan Core Strategy Policy CS10 focuses on 'Improving Skills and Employment Opportunities'. This IPS explains what is expected to implement Policy CS10 to create local labour employment opportunities which would promote access to employment, education and training opportunities and seek to ensure that new developments contribute towards this by providing training. This approach is an important way in which the planning system can help in the upskilling of local people and contribute to the aim of the Social Value Charter for Rotherham to maximise the amount of social value in the borough.

1.3 The IPS explains how the Council will seek to enter into local labour agreements with developers and applicants through planning conditions. There are number of immediate and wider benefits to this approach which:

- Contributes towards local economic value, by providing training, education, and employment and skills opportunities for local people.
- Ensures that local communities share the benefits of new developments and associated private and public investment by securing job and training opportunities.
- Supports lifelong-learning and enables local people to gain skills needed for employment in growth industries.
- Reduces environmental impacts, reducing the travel distance between home, workplace, and education facilities, which helps to minimise travel needs and CO_2 emissions from vehicles.
- Helps address physical and mental health, as employment and income are significant contributors to deprivation.

1.4 Overall, it is important that economic growth and major development in Rotherham benefits local people and businesses. The multiple benefits outlined above contribute to added social value - the additional economic, social, and environmental benefits that can be created above and beyond the value of that development. By integrating social value at the planning stage of a project, this can result in significant 'added value' benefits to the residents of Rotherham and nearby communities, particularly in relation to employment and skills.

SECTION 2: BACKGROUND

National Planning Policy Context

2.1 The overall purpose of the planning system is to contribute to the achievement of sustainable development. This is set out in paragraph 7 of the National Planning Policy Framework (NPPF, 2023) which explains that there are three overarching economic, social, and environmental objectives that need to be pursued in mutually supportive ways (paragraph 8). Planning policies and decisions should play an active role in guiding development towards sustainable solutions but in doing so should take local circumstances into account, to reflect the character, needs and opportunities of each area (paragraph 9).

2.2 The NPPF section on decision making states that decisions on proposed development should be approached in a positive and creative way and that the full range of planning tools available should be used. Local planning authorities should work proactively with applicants to secure development that will improve the economic, social, and environmental conditions of the area (paragraph 38). Section 6 of the National Planning Policy Framework (NPPF, 2023) focuses on building a strong competitive economy. Planning policies (see paragraph 82) should "*set out a clear economic vision and strategy which positively and proactively encourages sustainable economic growth*".

2.3 Public Health England's guidance on 'Inclusive and sustainable economies, leaving no one behind' (2021) explains that "*An inclusive and sustainable economy is one that works for everyone, with no one being left behind. It also protects the needs of future generations by ensuring that these can be met within the means of our planet*." Place-based action is required in establishing inclusive and sustainable economic development.

2.4 The NPPF (paragraph 7) explains that as a member of the United Nations (UN) the UK has agreed to pursue the seventeen Goals for Sustainable Development. Goal eight 'Decent work and economic growth' promotes "*sustained, inclusive and sustainable economic growth, full and productive employment and decent work*."

Local Plan Policy Context

2.5 Rotherham's Local Plan provides a long-term development strategy, setting out policies and proposals for new development. It consists of several documents, including the Core Strategy 2013 – 2028, and is used to determine planning applications. To promote economic growth, achieve sustainable development and create sustainable communities, a vision is set out in the Core Strategy that:

> *"Rotherham will be prosperous with a vibrant, diverse, innovative, and enterprising economy. It will fulfil its role as a key partner in the delivery of the Sheffield City Region recognising the close economic, commercial, and housing markets links with Sheffield and our other neighbouring authorities. Rotherham will provide a high quality of life and aspire to minimise inequalities through the creation of strong, cohesive, and sustainable communities……."*

2.6 Along with the vision a series of objectives are set out in the Core Strategy. Objective 6: Provision for employment states that:

> *"By the end of the plan period, the borough's economy will be more modern, diverse, and enterprising and will have moved closer to a low-carbon economy. Implementation of the plan's policies will have helped provide a wide range of accessible job opportunities in the borough. The regeneration and improvement of existing employment sites will have been complemented by the creation of local and rural employment opportunities."*

2.7 In the core policies for supporting a dynamic economy Core Strategy Policy CS10 of the Local Plan requires that:

> *"The Council will work with its partners to improve skills in all of Rotherham's communities through the promotion of access to training, education, and local employment opportunities. Where appropriate and viable the Council will seek to enter into a local labour agreement with applicants and developers to improve the links between local communities, developers, and employers by:*
>
> *a. Ensuring that new developments contribute to the provision of education and training;*
> *b. Promoting local employment opportunities, and securing construction training experience through employment on site, through financial contributions or through other training programmes."*

2.8 The supporting justification text for Policy CS10 explains that the key to supporting the transformation of Rotherham's economy is the need to ensure that local people (and particularly young people) have the skills needed to access jobs and meet the needs of employers. To support this the Core Strategy promotes access to employment, education and training and seeks to ensure that new developments contribute towards this by proving training, education and local employment opportunities which benefit both businesses and local communities. It is recognised that these could include opportunities both at the construction phase of development, and in subsequent occupation. These opportunities could be provided in a variety of ways, including direct provision of training or employment, or through financial contributions. The Council will seek to deliver these opportunities by entering into a local labour agreement with developers and applicants.

Council Plan Context

2.9 The Council Plan 2022-25 sets out the Council's vision for the Borough and priorities for serving residents and communities and is informed by public consultation. The Council Plan is framed around five themes:

- Every Neighbourhood Thriving – our vision for Rotherham is for every neighbourhood to be a thriving neighbourhood, where people are able to work together to achieve a good quality of life.
- People Are Safe, Healthy and Live Well – everyone deserves to feel happy, healthy, and secure. We want to empower everyone to lead fulfilling lives, whilst also keeping them safe from harm.

- Every Child Able to Fulfil Their Potential – we want Rotherham to be a great place to grow up, where all children and young people are safe, valued, able to enjoy their lives and achieve their aspirations.
- Expanding Economic Opportunity - our vision is for a fair and prosperous economy that provides chances for everyone to get a good job, or start and grow a business, and plan confidently for the future.
- A Cleaner, Greener Local Environment - our vision is to create a clean and welcoming environment across our borough, and in turn secure our natural environment for the next generation.

2.10 The Council Plan explains that Rotherham's economy was growing quickly before the pandemic hit, with investment from the likes of Boeing and McLaren propelling the area to the forefront of the new manufacturing economy:

> *"As we support those in our community who have not felt the benefits of this growth, as well as others who have been particularly hit by Covid-19, we need to ensure that the upwards trajectory continues. We want to remain ambitious and deliver on our package of regeneration across the borough, working with the South Yorkshire Mayoral Combined Authority. The support we provide - with our local and regional partners - to boost skills and overcome barriers, must effectively target those who are in danger of being left behind. We must also involve our communities in the decisions that affect them and in the development that is taking shape."*

2.11 To help to deliver this, action 4.5 of the Council Plan Year Ahead Plan 2023 – 2024 sets out a requirement for the Council to '*Agree a local labour policy to encourage and/or enable local people to access job opportunities arising from major development sites*.'

South Yorkshire Context

2.12 The South Yorkshire Mayoral Combined Authority (SYMCA) brings together the local authorities of Barnsley, Doncaster, Rotherham, and Sheffield. The authorities work together to create a stronger, greener, fairer South Yorkshire, to unlock the potential of our communities, our businesses, and our places so they can thrive. The collective vision is for an economy which works for everyone, with inclusive and sustainable growth, building on our strengths in innovation and advanced manufacturing.

> *"Our aim for South Yorkshire Mayoral Combined Authority is to be a region that provides inclusive growth and progression opportunities for everyone, enabling individuals and employers to reach their potential, achieve their goals, drive productivity and contribute to our economic success."*

2.13 The SYMCA is seeking to deliver a change in the South Yorkshire labour market that builds on the progress of recent years to deliver jobs and skills across the whole of South Yorkshire. This includes helping those who find the jobs market difficult to access, increasing levels of technical and vocational training and ensuring that we have the types of businesses demanding the higher-level skills that will drive improvements in overall prosperity and opportunity to provide a workforce that is skilled to tackle the demands of the future.

Rotherham's Strategic Needs

2.14 The Rotherham Health and Wellbeing Board is responsible for producing the joint strategic needs assessment (JSNA) which provides a comprehensive summary of information from a wide range of sources relevant to health and wellbeing in Rotherham. The JSNA 2022 identifies that deprivation in Rotherham is high compared to England as a whole – a third of Rotherham residents live within the top 20% most deprived areas in the country and overall deprivation increased between 2015 and 2019 according to the Index of Multiple Deprivation (IMD).

Social Value

2.15 The Social Value Charter for Rotherham sets out how commissioners, procurers, service providers and community organisations aim to maximise the amount of social value in the borough. Social value is the added value delivered in addition to a contract. It is about improving the lives of residents by increasing the economic resilience of the area, supporting local communities, improving our green spaces, and building a place that is inclusive and our residents are proud of. By signing up to the charter, signatories are committed to the following principles in making Rotherham a social value borough:

- Ensuring as many residents as possible are paid the Real Living Wage.
- To spend locally with the voluntary sector and SMEs where possible.
- To improve the education and skills of residents.
- To give employment opportunities to disadvantaged residents, including those who are disabled.
- To support fair and worthwhile employment where workers have strong rights and good working conditions.

2.16 The ambitions for the social value charter for Rotherham are to increase local spend, SME and voluntary sector spend, the number of apprenticeships in the borough and the number of employers paying the living wage.

2.17 On 31 January 2013, it became a legal requirement, through the Public Services (Social Value) Act 2012, for local authorities and other public bodies to consider the Social Value that could be generated through Service contracts that are subject to the Public Contracts Regulations 2015. Legally the Council is only required to consider Social Value in its Services contracts where the estimated value is greater than £189,330. However, Rotherham's social value policy goes beyond this standard ensuring all contracts and tenders over £100,000 include social value measures. The Act does not alter the procurement process, but rather supports public bodies to ensure wider (social, economic, and environmental) impact is delivered through the public money that is spent.

2.18 Local Labour Agreements further support and implement the Council's approach to delivering social value[1]. The Council applies the National Themes, Outcomes and Measures (TOMs) Social Value Measurement Framework which enables organisations to embed social value into their procurement and measurement activities. Table 1 highlights related Rotherham TOM's themes and measures.

Table 1: Extracts from Rotherham's TOMs Themes & Measures

Jobs: Promote Local Skills and Employment: More local people in employment
NT1 No. of full time equivalent direct local employees (FTE) hired or retained for the duration of the contract. **NT1 C** No. of full time equivalent local employees (FTE) hired or retained for the duration of the contract who are employed in your supply chain. **NT 2** Percentage of full time equivalent local employees (FTE) on contract - employed directly or through supply chain.
Extending opportunity, prosperity and planning for the future: Raising living standards for residents
SH1/NT1 No. of local people (FTE) employed on contract for one year or the whole duration of the contract, whichever is shorter, who are paid the Joseph Rowntree Living Wage (as a minimum).
Jobs: Promote Local Skills and Employment: More opportunities for disadvantaged people.
NT3 No. of full time equivalent employees (FTE) hired on the contract who are long term unemployed (unemployed for a year or longer). **NT4** No. of full time equivalent employees (FTE) hired on the contract who are NOT in Employment, Education, or Training (NEETs). **NT4a** No. of full time equivalent 16-25 year old care leavers (FTE) hired on the contract. **NT5a** No. of full time equivalent employees (FTE) aged 18-24 year old hired on the contract who are rehabilitating or ex-offenders. **NT6** No. of full time equivalent disabled employees (FTE) hired on the contract.
Jobs: Promote Local Skills and Employment: Improved skills
NT9 No. of weeks of training opportunities (BTEC, City & Guilds, NVQ, HNC - Level 2,3, or 4+) on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years. **NT10** No. of weeks of apprenticeships or T-Levels (Level 2,3, or 4) provided on the contract (completed or supported by the organisation)
Jobs: Promote Local Skills and Employment: Improved skills for disadvantaged people
NT11 No. of hours of 'support into work' assistance provided to unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance.
Jobs: Promote Local Skills and Employment: Improved employability of young people
NT12 No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid) **NT13** Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)

[1] https://www.rotherham.gov.uk/business-council/social-value/2

SECTION 3: DELIVERING POLICY CS10

3.1 As set out in sections 1 and 2 the Council is looking for new major developments to contribute through the provision of new jobs, education, and training opportunities where this is appropriate and viable. It is recognised that these could include opportunities during the construction phase of development through to eventual occupiers. These opportunities could be provided in a variety of ways, including direct provision of training or employment, or through financial contributions and should be considered as soon as practicable.

3.2 A Local Labour Agreement associated with a planning application is secured by a planning condition when granting planning permission for major development or where developments will result in the creation of 15 or more new full time jobs. There are two different planning conditions that can be used and, depending on the nature and scale of development, one or both may be imposed when granting planning permission. These requirements would also be highlighted as part of any pre-application discussions on major schemes. The conditions could be based on the following wording or similar:

Construction Phase Condition

Prior to the commencement of development, the attached Local Labour Agreement pro forma for the construction phase of the development shall be completed in its entirety and submitted to and approved in writing by the Local Planning Authority. The development shall thereafter be carried out in accordance with the approved Agreement and within 3 months of completion of the approved development, data shall be submitted to the Local Planning Authority demonstrating how the indicators were met.

Operational Phase Condition

Prior to the operational use of the land/building(s) hereby approved, the attached Local Labour Agreement pro forma outlining measures to be taken to employ local workers for the operational phase of the development shall be completed and submitted to and approved in writing by the Local Planning Authority. The development shall thereafter be carried out in accordance with the approved details and no later than 6 months from the date of first operation information shall be submitted to the Local Planning Authority providing details relating to the percentage of staff currently employed from the local area.

3.3 To comply with the condition(s), an applicant must submit a Local Labour Agreement for consideration. Planning officers will liaise with the Rotherham Investment and Development Office (RiDO) to ensure the submitted information meets the requirement of the planning condition(s) before formally discharging them.

3.4 Planning applications for minor (smaller) developments do not need to have a Local Labour Agreement, although a voluntary written commitment (for example, within planning applications) to try to recruit and procure locally will be welcomed and encouraged.

SECTION 4: LOCAL LABOUR AGREEMENTS

4.1 As set out in Section 3 a Local Labour Agreement (LLA) should be submitted with a planning application on all major applications and where the application form indicates that 15 or more new full time jobs are to be created (unless viability suggests otherwise). The 15 new jobs threshold allows for the situation where a major development proposal is more limited in its job creation.

4.2 Officers in the Planning Service and RiDO will work collaboratively at pre-application stage to encourage applicants to submit a LLA as part of the application.

4.3 The Town and Country Planning (Development Management Procedure) (England) Order 2015 establishes that a **major development** is any application that involves:

- Mineral extraction.
- Waste development.
- Residential development of between 10 or more dwellings.
- Residential development on a site area of 0.5 ha or more and the number of dwellings is unknown.
- Development of floorspace of 1,000 sq m or more.
- Development on sites over 1 ha or more.
- Change of use over 1,000 sq m or more.

4.4 The content of a Local Labour Agreement (LLA) should evidence and reflect the following **LLA objectives**:

a) Encourage the use of local labour from within the developer's project team and the wider company.
b) Where feasible (economically and practically), procure goods and services from local contractors.
c) Use local sub-contractors and encourage sub-contractors and suppliers to support employment from the local community.
d) Demonstrate that best endeavours are made that job and training opportunities from the development are maximised for local residents, with a special focus on engaging with those residents that are currently economically inactive.

4.5 Employment numbers should be counted to include both the construction and operational phases of development, including all sub-contractors. Some degree of estimation is likely to be needed, particularly for the construction phase as this will not always be known at the time of application. Evidence and explanation should be provided as to the basis of the estimation.

4.6 For the purposes of the LLA, a local person or business is defined as a person already resident, or a business already located **within Rotherham borough boundary or, if that is not possible with reasonable endeavours, within a 15 miles radius of the development site**. A business location address will primarily be based on the

registration with Companies House for Limited Companies or with HMRC for a partnership or for the self-employed. Further evidence can be submitted to further explain how a business is located and based in Rotherham and/or 15 miles of the site. For example, this could be a Rotherham based branch of a nationally based company. The primary aim of the LLA is to provide opportunities for Rotherham residents and businesses. Every effort should be made to achieve this considering the emphasis in Core Strategy Policy CS10 on improving skills in all of Rotherham's communities.

4.7 If efforts to provide opportunities for Rotherham residents and businesses have not been successful or sufficient then an area beyond a 15 miles radius of the site can be considered. This reflects the interconnected labour markets and economies of the adjacent local authorities. (See Appendix 2 which illustrates neighbouring local authority areas.)

Benefits for Developers and Occupiers

4.8 Local Labour Agreements provide developers and operators/occupiers an opportunity to:

- Actively deliver their Corporate Social Responsibility commitments and policies.
- Gain recognition from local residents, businesses, and stakeholders as being major contributors to the success of the local economy.
- Develop a pipeline of skilled workers to support future developments.
- Reduce the carbon footprint of developments and construction sites - using local resources and minimising unnecessary travel by promoting local opportunities.
- Consider their sustainability in the round (including supply chain, project management and labour sources which can be central to addressing climate targets).

SECTION 5: IMPLEMENTATION AND MONITORING

5.1 Development across Rotherham in future years will create a significant number of jobs and Local Labour Agreements will play an important role in helping to secure local employment and increase local skills at both the construction and operational stages of development.

5.2 If a Local Labour Agreement (LLA) is required the agent/applicant will be asked to liaise with RiDO to determine the content of the LLA. The Council will provide support and assistance to the agent/applicant in contacting and working with appropriate partners in the local community such as schools, learning providers, job centres, training bodies and local supply chains.

5.3 It is recognised that different types of developments will generate different requirements and opportunities. These should be considered for both the construction phase(s) and for the occupation by the end user.

5.4 The standard wording of a Local Labour Agreement is attached as an Appendix 1 to this IPS. The exact wording of defined terms and percentage of local labour will be agreed in relation to each relevant application. The Local Labour Agreement can be individually tailored to ensure the right skills and employment opportunities are provided at the right time to benefit both the developer and Rotherham residents and businesses.

5.5 The monitoring of individual development schemes will be undertaken by the Planning Service and RiDO to ensure that developers and occupiers fulfil their commitments.

5.6 The Planning Service will monitor the implementation of the IPS and the planning conditions and the overall outcomes of the approach. The percentage of working age population educated to certain levels within the Borough is monitored in the Local Plan Annual Monitoring Report (AMR). The AMR monitors the percentage of working age population educated to at least NVQ2, NVQ3 and NVQ4, and this will continue to be used as a contextual indicator to monitor the impact of this IPS. In addition, data on the application of local labour conditions to relevant planning permissions and where possible the outcome of local labour agreements will be reported on in future AMRs.

APPENDIX 1: DRAFT LOCAL LABOUR AGREEMENT

Local Labour Agreement

Between Rotherham Metropolitan Borough Council and

******* (Owners / Developers / Occupiers)**

for

******* (Description of Development)**

at

*******(Site Address)**

Planning Application Number:

Date:

INTRODUCTION

Building upon initial commitments made in the main planning application (identified above), this document provides the basis of the Local Labour Agreement (LLA) made between Rotherham Metropolitan Borough Council (the Council) and ***** (the Owner).

This LLA relates to both the construction and/or operational (delete as appropriate) phases of this development.

CONTEXT

***** (the Owner) and the Council have a mutual interest in the successful development of ***** (Description of Development) at ***** (Site Address) to ensure that it supports the local economy and benefits the broader community. The development of the site carries potential employment and supply chain benefits for the local area, with the applicant proposing the creation of a number of new full and part time posts at a variety of skill levels and occupations and offers the creation of a new facility which will offer new opportunities for both local businesses and individuals.

*** (number) residents may benefit significantly from this investment. Developments such as this one present residents with an excellent opportunity to gain employment and improve skills locally, and for local businesses to be part of a locally focused supply chain.

The careful management of developments such as this will help shape the local labour force to meet industry requirements, raise ambitions and aspirations and help residents to understand better the employment and training opportunities available to them.

THE AGREEMENT

In the event where the Development is a major application (e.g. of **10 or more dwellings**, or on **0.5 or more hectares** of land), or is considered likely to create **15 or more full time equivalent jobs**, the Owner shall, in connection with the **construction and/or operation** of the Development, complete the following Proforma(s) and submit to the Local Planning Authority to discharge the relevant conditions attached to the planning consent.

DEFINING 'LOCAL'

A local person or business is defined as a person already resident, or a business already located **within Rotherham borough boundary or, if that is not possible with reasonable endeavours, within a 15 miles radius of the development site** (the local area) at the time of their initial application for employment in relation to the Development. If genuine efforts to work with Rotherham businesses can be shown to have been attempted without success, then an area beyond a 15 miles radius of the site can be considered. Local procurement is defined as the procurement of goods or services from a company or company branch located within Rotherham borough boundary or a 15 miles radius of the site.

LLA Headline Information

Pro-forma for Construction Phase

Date	
Author	
Site Name	
Developer	
Main Contractor	
End User operation(s)	
Number of businesses contracted and subcontracted split by: **- Rotherham;** **- a 15 miles radius of the site;** **- beyond 15 miles of the site.**	
Brief details of sub-contracting and tendering opportunities advertised locally to make Local Businesses aware of the opportunities, timescales, and procedures to be adopted in tendering for available work.	
Number of People Employed, split by **- Rotherham;** **- a 15 miles radius of the site;** **- beyond 15 miles of the site.**	
Brief details of all new vacancies to be advertised in local media such as the Rotherham Advertiser or Dinnington Guardian.	
Percentage (%) of employment opportunities generated for xxx residents	
Number of guaranteed job interviews for Rotherham unemployed residents who have undertaken specific pre-employment training related to the development	

Number of apprentices from Rotherham (starts and completions)	
Number of work experience placements for those unemployed	
Number of work experience placements for those aged 14 – 18 years in education	
Additional labour market measures	
Anticipated new vacancies	

LLA Headline Information

Pro-forma for Operational Phase

Date	
Author	
Site Name	
Operator	
Number of businesses contracted and subcontracted, split by: **- Rotherham;** **- a 15 miles radius of the site;** **- beyond 15 miles of the site.**	
Brief details of sub-contracting and tendering opportunities advertised locally to make Local Businesses aware of the opportunities, timescales, and procedures to be adopted in tendering for available work.	
Number of People Employed, split by **- Rotherham;** **- a 15 miles radius of the site;** **- beyond 15 miles of the site.**	
Brief details of all new vacancies to be advertised in local media such as the xxx and on the Job Centre Plus service	
Percentage (%) of employment opportunities generated for xxx Rotherham residents	
Number of guaranteed job interviews for Rotherham unemployed residents who have undertaken specific pre-employment training related to the development	

Number of apprentices (starts and completions)	
Number of work experience	

Placements for those unemployed	
Number of work experience placements for those aged 14 – 18 years in education	
Additional labour market measures	
Anticipated new vacancies	

APPENDIX 2: DIAGRAM OF NEIGHBOURING AREAS

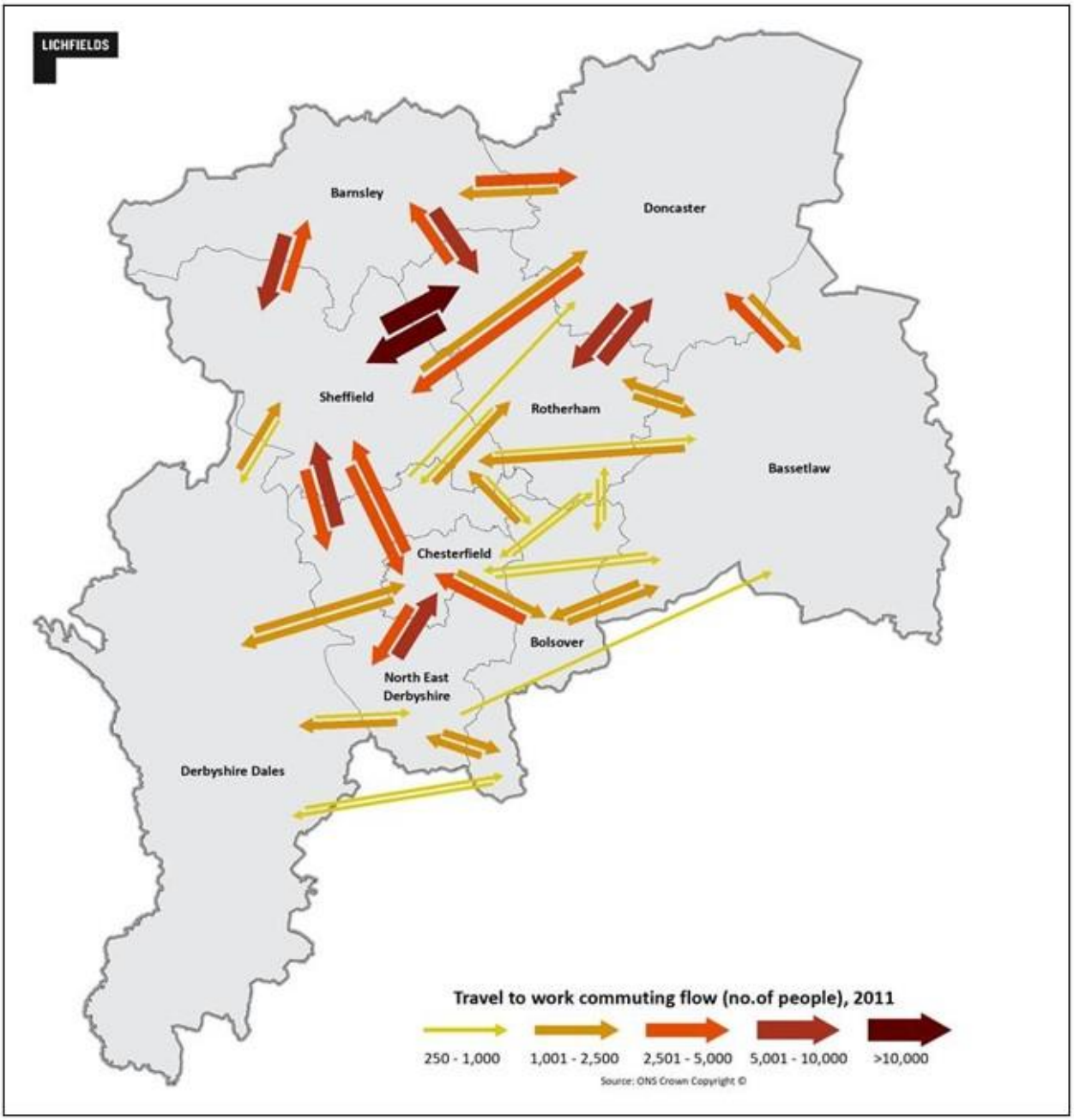


Figure 4: Travel to work commuting flows[20]

Extracted from the Sheffield City Region Statement of Common Ground (2023), based on 2011 TTWA data (published by ONS in 2015), analysed by Lichfields (2019)

CONTACT INFORMATION

If you have any questions regarding this Interim Policy Statement, please contact Planning Policy:

Submit an enquiry to Planning Policy online:
https://www.rotherham.gov.uk/xfp/form/535

Email: planning.policy@rotherham.gov.uk

Telephone: 01709 823869

Website: https://www.rotherham.gov.uk/localplan

Post: Planning Policy Team
Planning, Regeneration and Transport
Regeneration & Environment Services
Rotherham Metropolitan Borough Council
Riverside House, Main Street, Rotherham, S60 1AE

For planning application and pre-application advice, please contact Development Management:

Submit an enquiry to Development Management online:
https://www.rotherham.gov.uk/xfp/form/216

Email: development.management@rotherham.gov.uk

Telephone: 01709 823835

Website: https://www.rotherham.gov.uk/planning

Post: Development Management
Planning, Regeneration and Transport
Regeneration & Environment Services
Rotherham Metropolitan Borough Council
Riverside House, Main Street, Rotherham, S60 1AE

Appendix 2

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: Local Labour Policy - Planning	
Directorate: Regeneration & Environment Services	**Service area:** Planning Policy Planning, Regeneration and Transport
Lead person: Winsze Lam Assistant Planning Policy Manager	**Contact:** 01709 822874
Is this a: ☑ **Strategy / Policy** ☐ **Service / Function** ☐ **Other** **If other, please specify**	

2. Please provide a brief description of what you are screening
Expanding economic opportunity is one of the five themes set out in the Council Plan's vision. To achieve this vision, the Year Ahead Plan sets out a requirement for the Council to '*Adopt a local labour policy to encourage and/or enable local people to access job opportunities arising from major development sites'*. (Ref.4.8 in the Year Ahead Plan 2023 - 2024). The report seeks Cabinet approval for the Local Labour Policy Interim Policy Statement to support the implementation of Local Plan Policy CS10 Improving Skills

and Employment Opportunities when granting planning permission for major and/or employment generating developments. This will increase the opportunities for local people to access jobs as set out in the Year Ahead Delivery Plan.

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? *(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)*	✓	
Could the proposal affect service users? *(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)*		✓
Has there been or is there likely to be an impact on an individual or group with protected characteristics? *(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)*	✓	
Have there been or likely to be any public concerns regarding the proposal? *(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)*		✓
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? *(If the answer is yes you may wish to seek advice from commissioning or procurement)*		✓
Could the proposal affect the Council's workforce or employment practices? *(If the answer is yes you may wish to seek advice from your HR business partner)*		✓

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.**

Appendix 2

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 adopted Core Strategy was subject to separate equalities impact assessment as part of iterative and comprehensive Integrated Impact Assessment (IIA) reports. Please see Core Strategy IIA Report – Appendix G: https://www.rotherham.gov.uk/downloads/file/1442/adopted_core_strategy_integrated_impact_assessment

Agreeing a local labour policy is included in the Equalities Action Plan 2023/2024 adopted by Cabinet at its meeting in July as a workstream that will deliver equalities outcomes.

- **Key findings**

There is no proposed change to the wording of the Policy and its implementation is in line with the purpose of the Local Plan and the Council Plan.

The policy relates to the Theme 4 Council Plan commitments - 'Expanding Economic Opportunity' of:

- Support people to improve their skills and secure decent work through a range of schemes and initiatives
- Deliver improvements and opportunities for local communities through major regeneration programmes
- Secure further commitments through our social value policy and work with partners to maximise the impact of our collective spending power

There are beneficial outcomes from an equalities perspective. The local labour policy will promote access to local labour employment, education and training and seek to ensure that new major developments contribute towards these, which benefits both businesses and local communities.

- **Actions**

The Council Plan and the Year Ahead Plan are subject to regular update where equality assessment would be undertaken and review accordingly.

No detrimental impact identified when monitoring through the Year Ahead Plan.

Appendix 2

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

5. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening:		
Name	**Job title**	**Date**
Andy Duncan	Planning Policy Manager	30/11/23

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	28 November 2023
Report title and date	Local Labour Policy - Planning
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 – 22 January 2024
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	28 November 2023

Will the decision/proposal impact…	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	**Describe impact or potential impacts on emissions across Rotherham as a whole.**	**Describe any measures to mitigate emission impacts**	**Outline any monitoring of emission impacts that will be carried out**
Emissions from non-domestic buildings?	No impact	n/a	n/a	n/a	n/a
Emissions from transport?	Impact unknown	n/a	The local labour policy in the long term may help to reduce travel need and/or travel distance beyond the borough. However, it may result in short private vehicle trips.	The use of sustainable transport is encouraged where possible.	Planning condition is imposed requiring a travel plan for large scale / employment development.
Emissions from waste, or the quantity of waste itself?	No impact	n/a	n/a	n/a	n/a
Emissions from housing and domestic buildings?	No impact	n/a	n/a	n/a	n/a
Emissions from construction and/or development?	No impact	n/a	n/a	n/a	n/a

Carbon capture (e.g. through trees)?	No impact	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: The implementation of the local labour policy does not generate any direct impact on emissions however it may have an indirect impact on the workforce / resident's travel pattern. As the local labour policy would only be applicable to large scale and/ or employment generating development, planning conditions on travel plans would normally be imposed for these types of development where the Council's transportation officer would review and monitor the travel plans to ensure sustainable transport is encouraged.

Supporting information:	
Completed by: **(Name, title, and service area/directorate).**	Winsze Lam, Assistant Planning Policy Manager Planning Policy Planning, Regeneration and Transport
Please outline any research, data, or information used to complete this [form].	Rotherham Local Plan Core Strategy (2014) Rotherham Local Plan Sites and Policies Document (2018)
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	n/a
Tracking [to be completed by Policy Support / Climate Champions]	Tracking Reference: Andy Duncan Planning Policy Manager Climate Champion, Built Environment – Planning

Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet – 22 January 2024

Report Title
Hackney Carriage Fare Increase

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)
Alan Pogorzelec, Licensing Manager
01709 254955 or alan.pogorzelec@rotherham.gov.uk

Ward(s) Affected
Borough-Wide

Report Summary
A representation has been received on behalf of members of the Rotherham Hackney Carriage Association requesting a rise in the metered fares currently being charged by Hackney Carriages in Rotherham.

In addition, the association is requesting changes to the times that the different tariffs are applied, along with an increase in the soiling charge that must be paid by the passenger if the vehicle is fouled (for example, spilled food or drink).

The tariffs are set by the Council in accordance with Section 65 of the Local Government (Miscellaneous Provisions) Act 1976. This is an executive function and must therefore be exercised by Cabinet.

Recommendations

1. That the amendments to the Hackney Carriage tariffs and soiling charge detailed in this report and Appendix 1 be approved along with a 14-day consultation period.

2. That following the period of consultation, if no objections are received or any objections received are subsequently withdrawn, then the amended tariffs and soiling charge are to take effect immediately.

3. Should any objections be received following the period of consultation then a further report will be presented to Cabinet to determine whether the fares should be agreed and introduced, or amended prior to their introduction.

List of Appendices Included

Appendix 1 Current and recommended Hackney Carriage Tariffs
Appendix 2 Hackney Carriage Tariff Comparison Information
Appendix 3 Initial Equality Screening Assessment
Appendix 4 Carbon Impact Assessment

Background Papers
None.

Consideration by any other Council Committee, Scrutiny or Advisory Panel
None.

Council Approval Required
No

Exempt from the Press and Public
No

Hackney Carriage Tariffs

1. Background

1.1 A request has been received on behalf of members of the Rotherham Hackney Carriage Association requesting a rise in the metered fares currently being charged in Hackney Carriage vehicles.

1.2 The request was received by the Council at the end of May 2023, and was made by the Chair of the Rotherham Hackney Carriage Association. A period of discussion then took place and the proposed tariffs were finalised in July 2023. Due to the workload of the service and several Policies which needed to be reviewed during 2023 it has not been possible to bring this forward until now.

1.3 Hackney Carriages are able to take bookings directly from a taxi rank, or be flagged down in the street (as opposed to Private Hire Vehicles that must be booked via a licensed operator).

1.4 The fares charged by Private Hire Vehicles are set by the operator (the company that takes the booking). However, the fares charged by Hackney Carriages are set by the Council by way of agreed tariffs. These tariffs are set in accordance with Section 65 of the Local Government (Miscellaneous Provisions) Act 1976.

1.5 Unlike many other licensing functions, the setting of Hackney Carriage fares is an executive function, and therefore the fares must be set by the Cabinet and not the Licensing Board.

2. Key Issues

2.1 The current and recommended tariffs are detailed in Appendix 1.

2.2 The tariffs set out the fares that passengers must pay when taking a journey in a Hackney Carriage, and the recommended tariffs are considered by the Association to be a fair balance between profit and customer affordability.

2.3 The tariffs generally comprise two elements:

- The “flag” – this is the initial charge made as soon as the vehicle is hired. It covers the hire of the vehicle and journey up to a specified distance (a percentage of a mile). This is usually the minimum fare that is paid for using the Hackney Carriage.

- A charge for distance – this is a charge for a specified unit of distance and increases by a set amount incrementally throughout the journey, and is known as the “drop”.

2.4 The current tariffs were set in 2022. Since this time, the costs associated with running a licensed vehicle have increased. Licence holders are therefore

requesting this increase to cover running costs and allow them to see sufficient return for their business.

2.5 The amendments to the tariffs are based on the increase that has been requested by the Hackney Carriage trade and are detailed below:

2.6 Tariff 1 – Standard Tariff

2.7 The current charge for the first mile is £4.50, with each additional mile costing the passenger £1.50. The proposals are for this to increase to £4.80 for the first mile (an increase of 6.7%), and £1.70 for each additional mile thereafter (an increase of approximately 13%).

2.8 In addition, it is proposed that the charge for waiting is increased from 20p per minute (or part thereof) to 30p per minute (or part thereof). This represents an increase of 50%.

2.9 The current tariff is set in such a way so as to recover the majority of the cost of the first mile charge within the first half mile. This means that the fare for the first half mile will increase at a higher rate than the rest of the first mile that is travelled (the charge for the first mile is £4.80, but £4.00 of this will have accumulated over the first half mile). This has been done to account for the time the journey takes, and allows for the time it will take for the vehicle to be in a position to take another booking as the vehicle progresses along the rank (after joining the rank at the back of the queue). This arrangement will remain in place following the proposed increase in tariffs.

2.10 Tariff 2 – Night time, Sunday and Bank Holiday Tariff (except Christmas and New Year)

2.11 Increased tariffs for night time and Bank Holiday bookings are common across South Yorkshire, however increased tariffs on a Sunday are unique to Rotherham. The trade have previously stated that the additional charge on a Sunday is necessary as there is insufficient work on a Sunday to justify working at the standard rate.

2.12 The current charge for the first mile at tariff 2 is £4.70, with each additional mile costing the passenger £1.70. The proposals are for this to increase to £5.10 for the first mile (an increase of 8.5%), and £1.90 for each additional mile thereafter (an increase of 11.8%).

2.13 Unlike tariff 1, the proposed charge for the first mile would increase incrementally after the initial flag. This means that the charge for the first half mile under tariff 2 is actually less than that for the first half mile under tariff 1 – but the cost of the first mile is higher.

2.14 It has also been proposed that the times during which tariff 2 is applicable should be amended.

2.15 Currently, tariff 2 is applied all day on Sundays and Bank Holidays and is activated at 9pm on other days (except those days covered by tariff 3). It is

proposed that the starting time on days other than Sundays or Bank Holidays is changed to 8pm (the finishing time will remain at 6am).

2.16 In addition, it is proposed that the charge for waiting is increased from 30p per minute (or part thereof) to 40p per minute (or part thereof). This represents an increase of 33%.

2.17 Tariff 3 – Christmas and New Year Tariff

2.18 The current charge for the first mile is £7.00, with each additional mile costing the passenger £1.90. The proposals are for this to increase to £7.30 for the first mile (an increase of 4.3%), and £2.20 for each additional mile thereafter (an increase of 15.8%).

2.19 It is proposed that Tariff 3 will increase incrementally similar to tariff 2, but the times during which tariff 3 is active are unchanged.

2.20 As with tariff 2, it is proposed that the charge for waiting is increased from 30p per minute (or part thereof) to 40p per minute (or part thereof).

2.21 Charges applicable to all tariffs

2.22 There are 2 types of charge that are applied to all tariffs – these are detailed below:

2.23 • Soiling charge.

2.24 This charge is paid by the customer in the event that a passenger is sick, or spills food or drink in the vehicle. In the event that this happens, the vehicle must be taken off the road and cleaned before it can operate as a licensed vehicle. The trade believe that the current charge of £50 is insufficient to cover the cost of both an interior valet and the associated “down time” and therefore it is proposed that this charge is increased to £60 (an increase of 20%).

2.25 • Large Group Surcharge

2.26 The current tariffs provide the driver with the ability to activate an additional surcharge in the event that five or more passengers are being carried in the vehicle. This surcharge comprises of a multiplier of 1.5 being applied to whichever tariff is in operation, and would be applied for the whole of the fare if five or more passengers are present in the vehicle during any part of the journey. This additional surcharge would be activated manually by the driver.

2.27 The rationale behind the multiplier is as follows:

- Vehicles that are licensed to carry five or more passengers are larger and often purpose built vehicles – they are therefore more expensive to purchase.

- Larger / purpose built vehicles are more expensive to run and maintain (fuel, insurance, servicing etc.).

- Larger vehicles are often wheelchair accessible. The surcharge may encourage drivers to provide larger vehicles, which will increase the number of wheelchair accessible vehicles in the Hackney Carriage fleet. The surcharge will only be applied in cases where there is a group of five or more people – the surcharge cannot be applied solely as a result of a wheelchair being carried within the vehicle.

- The surcharge only being applied when there are five or more passengers in the vehicle is considered (by the trade) to be a compromise between covering the costs to the driver, and ensuring that the tariffs remain competitive with smaller vehicles and affordable for passengers.

2.28 There is no proposal to make any amendments to this surcharge or its application to all tariffs.

2.29 In order to illustrate the effect of the proposed increase, a direct comparison of the current and proposed Hackney Carriage tariffs is shown at Appendix 1.

2.30 This is complemented by the following information which is provided at Appendix 2:

2.31 Firstly, comparisons with tariffs set by other South Yorkshire councils. Secondly, the cost of a 2-mile journey by a Hackney Carriage in all four South Yorkshire Authorities, along with those local authority areas which are considered to be similar to Rotherham. A 2-mile journey is generally accepted as the standard benchmark when comparing Hackney Carriage fares charged in different local authority areas.

2.32 Any change in the proposed tariffs must be advertised in the local press (through the publication of a public notice), this will take place if there is agreement of the proposed tariffs by Cabinet. Should any objections be received, a further report will be presented to Cabinet for consideration. This will propose that the fares are either introduced as advertised or amended prior to their introduction.

2.33 If no objections are received (or objections are made but subsequently withdrawn) the revised tariffs will come into effect on a date to be agreed with the Hackney Carriage Trade (allowing sufficient time for practical arrangements to be completed).

2.34 On implementation, the meters fitted in Hackney Carriages will require reprogramming – this activity will be undertaken by specialist meter programmers under supervision from licensing officers, and officers will verify the accuracy of the meter following reprogramming. The costs associated with the reprogramming of the meters will be met by the licence holder.

2.35 The proposed tariffs will only apply to Hackney Carriages licensed by Rotherham MBC. Private Hire Vehicles licensed by Rotherham MBC are at liberty to set their tariffs at whatever level they deem appropriate.

3. Options considered and recommended proposal

3.1 Cabinet may either accept or reject the proposal in relation to the tariff increases. The proposed tariffs have been reviewed and are comparable with those charged in other local authority areas. As a result, this report is recommending that the tariffs as detailed in Appendix 1 are approved (this is the recommended option).

3.2 Alternatively, Cabinet may choose to accept the proposals in part. This option is not recommended, but if such a situation was to arise, it is recommended that the revised proposal is brought to the attention of the licensed trade representatives for their information and comment prior to publication in the local press. This will give the trade the option to provide further information to the Council in relation to their proposal should they consider this to be necessary.

4. Consultation on proposal

4.1 Rotherham Hackney Carriage Association are representative of the Hackney Carriage Trade in Rotherham and have been fully involved in the development of the proposed tariffs.

4.2 There is a statutory 14-day consultation period which must take place prior to the introduction of the proposed tariffs. The Council is required to place a notice in the local press allowing no less than 14 days for comments regarding the proposed tariffs to be submitted to the Council.

4.3 Should any objections be received then these will need to be considered in accordance with the procedure detailed above.

4.4 If no objections are received (or objections are made but subsequently withdrawn) the revised tariffs will come into effect at a date to be determined by the Council in liaison with the trade.

5. Timetable and Accountability for Implementing this Decision

5.1 If the proposed tariffs are agreed, they will be communicated to the local licensed trade representatives by email. In addition, a notice will be placed in the local press as detailed in the consultation section above.

5.2 The trade and members of the public will be given a period of 14 days within which to comment on the proposed tariffs.

5.3 The final tariffs will be introduced with effect from a date which is agreed between licensing officers and the trade, and subject to any objections being received, in line with the above procedure.

6. Financial and Procurement Advice and Implications

6.1 All activity undertaken by the Licensing Service in relation to this proposal is funded by means of the licensing fees that are attached to applications of this nature. These fees are reviewed as part of the Council's annual budget setting process.

6.2 As a result, the delivery of the functions outlined in this report and the implementation of the proposals will be contained within existing approved revenue budgets.

6.3 There are no procurement related implications introduced by this report.

7. Legal Advice and Implications

7.1 Local Authorities have a discretionary power to determine Hackney Carriage Fares. The legal process which must be followed when implementing a change to Hackney Carriage fares is set out within Section 65 of the Local Government (Miscellaneous Provisions) Act 1976.

7.2 The Council must undertake a consultation in respect of the proposed variation to Hackney Carriage fares and in order to do so the Council must publish in at least one local newspaper, which circulates within the district, a notice setting out the variation and specify the period within which and the manner in which objections to the variation can be made. The period of consultation must be no less than 14 days from the date of the first publication of the notice.

7.3 A copy of the notice published in the local newspapers must also be deposited at the office of the Council which published the notice and be open to public inspection at all reasonable hours. As above this must be for a period of at least 14 days from the date of the first publication.

7.4 If no objection is received within the period specific in the notice or if all objections made are withdrawn then the variation shall come into operation on the date of the expiration of the period specified in the notice or the date of withdrawal of the last objection, whichever date is later.

7.5 If objections are made and not withdrawn the Council must set a further date, no later than two months after the first specified date in the notice, on which the variation shall come into force with or without modifications as decided after consideration of the objections. On coming into operation any table of fares previously made under section 65 will cease to have effect.

7.6 The legal process outlined above must be followed and the Council must ensure compliance with the statutory time frames set out within section 65.

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 There are no specific implications for Children, Young People of Vulnerable Adults introduced by this report.

10. Equalities and Human Rights Advice and Implications

10.1 There are no specific Equalities and Human Rights implications introduced by this report. An Initial Equality Screening Assessment is attached at Appendix 3.

11. Implications for CO2 Emissions and Climate Change

11.1 This report proposes increases to the fares that are charged by Hackney Carriages. There is the potential that this increase will push customers away from Hackney Carriages and towards Private Hire Vehicles.

11.2 However, Hackney Carriages and Private Hire Vehicles must both meet the same emissions standards, as defined by the Council's Hackney Carriage and Private Hire Licensing Policy. Appendix I of the Policy (updated 2023) specifies enhanced quality standards for vehicles over 10 years since their date of registration, which include a requirement that vehicles should comply with or exceed Euro 6 emissions standards. Euro 6 emissions standards set a target for vehicle manufacturers, that all vehicles sold in a year should produce no more than 98g per km, on average. As such any modal shift between Hackney Carriages and Private Hire Vehicles due to increased tariffs and charges is expected to have only a small carbon impact.

11.3 A Carbon Impact Assessment is provided at Appendix 4.

12. Implications for Partners

12.1 There are no specific implications for partners introduced by this report.

13. Risks and Mitigation

13.1 Setting the tariffs excessively high may cause fewer people to use Hackney Carriages.

13.2 Fewer people using Hackney Carriages may also lead to difficulties in clearing the areas of high demand during peak hours. This may lead to an increase in disorder. However, the proposed rates compare favourably with those in the rest of the region, and it is felt that the impact of the increased tariffs would be negligible.

13.3 The trade have previously expressed concern that a reduction in the number of Hackney Carriages will increase the likelihood of private hire drivers illegally plying for hire.

14. Accountable Officers

Alan Pogorzelec, Licensing Manager

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	**Date**
Chief Executive	Sharon Kemp	08/01/24
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	20/12/23
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	20/12/23

Report Author: *Alan Pogorzelec, Licensing Manager*
01709 254955 or alan.pogorzelec@rotherham.gov.uk
This report is published on the Council's website.

Appendix 1
Current and Proposed Hackney Carriage Tariffs – May 2023

Tariff 1

Current For hirings between 0600hrs and 2100hrs (with the exception of any days or times covered by Tariff 2 or Tariff 3)

For first 99 yds or part thereof	£2.90
Then for each 71 yds or part thereof up to 880 yds (1/2 mile)	£0.10
Then for each 176 yds or part thereof up to 1760 yds (1 mile)	£0.10
Then for each 176 yds or part thereof up to 14080 yds (8 miles)	£0.15
Then for each subsequent 98 yds or part thereof	£0.10
Waiting time (for each period of one minute or part thereof)	£0.20
Charge for ½ mile	*£4.00*
Charge for first mile	*£4.50*
Charge for 2 miles	*£6.00*
Charge per subsequent mile	*£1.50*
Charge per mile over 8 miles	*£1.80*

Proposed For hirings between 0600hrs and ***2000hrs*** (with the exception of any days or times covered by Tariff 2 or Tariff 3)

For first 80 yds or part thereof	***£3.00***
Then for each 80 yds or part thereof up to 880 yds (1/2 mile)	£0.10
Then for each 110 yds or part thereof up to 1760 yds (1 mile)	£0.10
Then for each 104 yds or part thereof up to 10600 yds (≈6 miles)	***£0.10***
Then for each subsequent 93 yds or part thereof	£0.10
Waiting time (for each period of one minute or part thereof)	***£0.30***
Charge for ½ mile	***£4.00***
Charge for first mile	***£4.80***
Charge for 3528 yards (approx. 2 miles)	***£6.50***
Charge per subsequent 1768 yards (approx. 1 mile)	***£1.70***
Charge per 1767 yards (approx. 1 mile) over 6 miles	***£1.90***

Appendix 1
Current and Proposed Hackney Carriage Tariffs – May 2023

Tariff 2

Current For hirings between 2100hrs and 0600hrs and all day on Sundays and Bank Holidays (with the exception of any days or times covered by Tariff 3)

For first 94 yds or part thereof	£3.00
Then for each 98 yds or part thereof up to 1760 yds (1 mile)	£0.10
Then for each 104 yds or part thereof up to 14080 yds (8 miles)	£0.10
Then for each subsequent 176 yds or part thereof	£0.20
Waiting time (for each period of one minute or part thereof)	£0.30
Charge for ½ mile	*£3.80*
Charge for first mile	*£4.70*
Charge for 2 miles	*£6.40*
Charge per subsequent mile	*£1.70*
Charge per mile over 8 miles	*£2.00*

Proposed For hirings between ***2000hrs*** and 0600hrs and all day on Sundays and Bank Holidays (with the exception of any days or times covered by Tariff 3)

For first 88 yds or part thereof	***£3.20***
Then for each 88 yds or part thereof up to 1760 yds (1 mile)	***£0.10***
Then for each 93 yds or part thereof up to 10602 yds (≈6 miles)	***£0.10***
Then for each subsequent 80 yds or part thereof	***£0.10***
Waiting time (for each period of one minute or part thereof)	***£0.40***
Charge for ½ mile	***£4.10***
Charge for first mile	***£5.10***
Charge for 3527 yards (approx. 2 miles)	***£7.00***
Charge per subsequent 1767 yards (approx. 1 mile)	***£1.90***
Charge per mile over 6 miles	***£2.20***

Appendix 1
Current and Proposed Hackney Carriage Tariffs – May 2023

Tariff 3

Current For hirings between 1500hrs on 24th December and 0600hrs on 27th December or between 1500hrs on 31st December and 0600hrs on 2nd January

For first 100 yds or part thereof	£5.00
Then for each 166 yds or part thereof up to 1760 yds (1 mile)	£0.20
Then for each 93 yds or part thereof up to 14080 yds (8 miles)	£0.10
Then for each subsequent 160 yds or part thereof	£0.20
Waiting time (for each period of one minute or part thereof)	£0.30
Charge for ½ mile	*£6.00*
Charge for first mile	*£7.00*
Charge for 2 miles	*£8.90*
Charge per subsequent mile	*£1.90*
Charge per mile over 8 miles	*£2.20*

Proposed For hirings between 1500hrs on 24th December and 0600hrs on 27th December or between 1500hrs on 31st December and 0600hrs on 2nd January

For first 160 yds or part thereof	***£5.30***
Then for each 80 yds or part thereof up to 1760 yds (1 mile)	***£0.10***
Then for each 80 yds or part thereof up to 14080 yds (6 miles)	***£0.10***
Then for each subsequent 70 yds or part thereof	***£0.10***
Waiting time (for each period of one minute or part thereof)	***£0.40***
Charge for ½ mile	***£6.20***
Charge for first mile	***£7.30***
Charge for 2 miles	***£9.50***
Charge per subsequent mile	***£2.20***
Charge per 1750 yards (approx. 1 mile) over 6 miles	***£2.50***

Appendix 1

Current and Proposed Hackney Carriage Tariffs – May 2023

Charges applicable to all tariffs

Current	Soiling charge	£50.00
Proposed	***Soiling charge***	***£60.00***
Current	Large Group Surcharge (to be applied in cases where there are more than four passengers present in the vehicle at any one time – the multiplier will be applied to the whole of the final fare as stated on the meter)	Relevant tariff multiplied by 1.5
Proposed	No change to current charge	As above

South Yorkshire Detailed Comparison

	Rotherham	Barnsley	Doncaster	Sheffield
Date tariffs were set	Proposed	May 2023	Oct 2023	Jan 2023
Charge for first mile (standard tariff)	£4.80	£4.50	£4.52	£4.90
Cost per subsequent mile (standard tariff)	£1.70	£1.80	£1.96	£1.80
Charge for first mile (night time tariff)	£5.10	£5.30	£4.70	£5.10
Cost per subsequent mile (night time tariff)	£1.90	£1.80	£2.20	£1.80
Charge for first mile (Sunday daytime)	£5.10	£5.70	£4.52	£4.90
Cost per subsequent mile (Sunday daytime)	£1.90	£2.70	£1.96	£1.80
Charge for first mile (Bank Holiday)	£5.10	£5.30	£4.70	£5.90 (day) £6.10 (night)
Cost per subsequent mile (Bank Holiday)	£1.90	£1.80	£2.20	£1.80
Charge for first mile (Christmas / New Year Tariff)	£7.30	£9.00	Standard tariff plus £4.26	Relevant tariff plus £2.50
Cost per subsequent mile (Christmas / New Year tariff)	£2.20	£3.60	As per relevant tariff	£1.80
Charge for a two mile journey (standard tariff)	£6.50	£6.30	£6.48	£6.70
Charge for a two mile journey (night time tariff)	£7.00	£7.10	£6.90	£6.90
Soiling Charge	£60.00	£80.00	£42.55	£50.00
Waiting time (per minute or part thereof)	0.30 (T1) 0.40 (T2 & T3)	0.10 (T1, T2) 0.20 (T3, T4, T5)	0.37	0.20 (per 48 seconds or part thereof)
Additional tariff / charge for five or more passengers	Yes – 1.5 times tariff	Yes - £6.70 first mile, £2.70 per mile thereafter (T1 & T2 only)	No	No

Appendix 2 – Hackney Carriage Tariff Comparison Information

Comparison with similar local authorities (two-mile journey, standard tariff – Dec 2023 data)

Local Authority Area	Fare	Last review
Tameside	£7.50	2022
Wigan	£6.80	2023
Dudley	£6.60	2022
Wakefield	£6.60	2022
Halton	£6.50	2023
Rotherham	**£6.50**	**Proposed**
Doncaster	£6.48	2023
Barnsley	£6.30	2023
St Helens	£6.30	2022
Bolton	£6.00	2020
Gateshead	£6.00	2022
Telford and Wrekin	£6.00	2022
Stoke-on-Trent	£5.90	2022
Walsall	£5.90	2012
Rochdale	£5.50	2022
Stockton-on-Tees	£5.10	2022
Similar authority average	£6.22	
National average	£7.07	

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: Hackney Carriage Tariffs	
Directorate: Regeneration and Environment	**Service area:** Community Safety and Street Scene (Licensing)
Lead person: Alan Pogorzelec	**Contact:** Alan Pogorzelec
Is this a: ☐ **Strategy / Policy** ☒ **Service / Function** ☐ **Other** **If other, please specify**	

2. Please provide a brief description of what you are screening
We are proposing to increase the tariffs that govern the fares that are charged by local Hackney Carriages. We are screening this proposal to assess the impact on people that use Hackney Carriages in Rotherham.

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? *(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)*		X
Could the proposal affect service users? *(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)*		X
Has there been or is there likely to be an impact on an individual or group with protected characteristics? *(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)*		X
Have there been or likely to be any public concerns regarding the proposal? *(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)*		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? *(If the answer is yes you may wish to seek advice from commissioning or procurement)*		X
Could the proposal affect the Council's workforce or employment practices? *(If the answer is yes you may wish to seek advice from your HR business partner)*		X

If you have answered no to all the questions above, please explain the reason

Although, the proposal relates solely to the services provided by Hackney Carriages (not the Council) the fares that those vehicles charge are set by the Council. Therefore, as a consequence of this increase there is the potential for the Cabinet decision to impact on service users.

However, the impact will be in the form of increased prices that are applied equally across all users of hackney carriage services (i.e. regardless of the customers specific characteristics). The service will still be available, and therefore access to the service will not be affected – there is however the potential for the price increase to disproportionately affect certain individuals due to their increased dependence on Hackney Carriages. It is possible that these individuals could share protected characteristics and therefore the impact would have a greater impact on those individuals than others. This means that although the proposals will have an equal impact on all members of the community, there is the potential for it to have a greater impact on people with protected characteristics. A screening assessment has therefore been carried out in relation to this proposal and the impact on the protected characteristics. The findings of my assessment are shown below:

- Age

  There is no evidence available that suggests that Hackney Carriages are more likely to be used by persons of a particular age. Observations have been carried out regarding hackney carriage usage at the rank on Effingham St and customers were from a range of ages. Therefore there is not considered to be any likelihood that the changes will have a disproportionate effect on service users as a result of their age.

- Disability.

  There are 52 hackney carriages in Rotherham, with all but three of them being standard saloon / hatchback cars (the remaining three being wheelchair accessible vehicles).

  As the vast majority of Hackney Carriages are unmodified saloon / hatchback vehicles it is not possible to say with any degree of confidence that disabled customers rely more on Hackney Carriages that non-disabled customers (i.e. there is nothing specific about the nature of most Hackney Carriages that means that disabled customers would prefer them over Private Hire Vehicles).

  A very small number of Hackney Carriages are however wheelchair accessible, and therefore there is the potential that wheelchair users will favour these vehicles over any other. During the time that observations were carried at the taxi rank, none of the customers that were observed where wheelchair users or appeared to be mobility impaired to the extent that they would have difficulty in entering and travelling in an unmodified saloon / hatchback vehicle.

  Enquiries have been made with the trade, and they have reported that the numbers of customers that require a wheelchair accessible vehicle is negligible. It is apparent that the low number of wheelchair accessible vehicles on the Hackney Carriage fleet has meant that customers requiring these vehicles utilise the services of a Private Hire company that specialises in this type of transport.

  It cannot therefore be said that the proposals will disproportionately affect disabled customers.

- gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex.

  There is no data available regarding hackney carriage users that may share any of these protected characteristics. However, it is difficult to see how any service users that share these characteristics would prefer to travel by Hackney Carriage solely because of that characteristic. It is not considered likely that the proposals will disproportionately affect any individuals with these characteristics.

There is nothing in the proposals that will affect the council's approach to commissioning and procurement, employment practices or the Council's workforce.

Although the findings of my screening assessment do not indicate that the proposals will have implications for equalities, the proposals will be subjected to a 14-day period of statutory consultation and any comments received during this consultation will be considered before any revised tariffs are introduced.

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?**
- **Key findings**
- **Actions**

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

5. Governance, ownership and approval

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

Name	Job title	Date
Alan Pogorzelec	Licensing Manager	12th December 2023

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	12/12/23
Report title and date	Hackney Carriage Tariffs Jan 2024
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 22nd January 2024
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	12th December 2023

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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

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- 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				
Emissions from transport?	Unknown		Hackney carriages and private hire vehicles must meet the same emissions standards, as defined by the Council's Hackney Carriage and Private Hire Licensing Policy. Appendix I of the Policy (updated 2023) specifies enhanced quality standards for vehicles, including a requirement that vehicles should comply with or exceed Euro 6 emissions standards. Euro 6 sets a target for vehicle manufacturers, that all vehicles sold in a year should produce no more than 98g CO_2 per km, on average. As such any modal shift between Hackney carriages and private hire vehicles due to increased tariffs and charges is expected to have only a small carbon impact.	Emissions tests of Hackney carriages and private hire vehicles are required as part of compliance tests, for all vehicles licensed by the Council.	The licensing team will make amendments to the application process to enhance the vehicle information that is obtained – this will include emissions data / propulsion / EU category etc. In addition, the results of emissions testing will also be recorded at the point that the test is carried out at the Council's testing centre. This information will allow for an assessment of the emissions performance of the Hackney carriage and private hire

					fleets (and may help the Council to consider the environmental impact of current policies, especially in light of the Council's target for greenhouse gas emissions across the Borough of Rotherham to be Net Zero by 2040).
Emissions from waste, or the quantity of waste itself?	None				
Emissions from housing and domestic buildings?	None				
Emissions from construction and/or development?	None				
Carbon capture (e.g. through trees)?	None				

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).	Alan Pogorzelec, Licensing Manager, Regeneration and Environment
Please outline any research, data, or information used to complete this [form].	None
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	Not applicable
Tracking [to be completed by Policy Support / Climate Champions]	Tracking Reference: Arthur King, Principal Climate Change Officer, Finance and Customer Services

Rotherham Metropolitan Borough Council

Public Report
Cabinet

Committee Name and Date of Committee Meeting
Cabinet – 22 January 2024

Report Title
Mid-Year Report on Council Plan and Year Ahead Delivery Plan Progress for 2023-2024.

Is this a Key Decision and has it been included on the Forward Plan?
No, but it has been included on the Forward Plan

Strategic Director Approving Submission of the Report
Jo Brown, Assistant Chief Executive

Report Author(s)
Simon Dennis, Corporate Improvement and Risk Manager
Simon.dennis@rotherham.gov.uk

Tanya Lound, Corporate Improvement and Risk Officer
tanya.lound@rotherham.gov.uk

Ward(s) Affected
Borough-Wide

Report Summary

In January 2022, the Council adopted a Council Plan for 2022-25 as well as a Year Ahead Delivery Plan for the period up to 31 March 2023.

The Council Plan was informed by public consultation and sets out the Council's vision for the Borough and priorities for serving residents and communities.

To enable the Council to work towards the Council Plan outcomes and achieve its commitments, a Year Ahead Delivery Plan was also developed, setting out the key activities to be delivered over the period from 1 January 2022 to 31 March 2023. The Year Ahead Delivery Plan was updated for this financial year and approved by Cabinet on 24th April 2023. It was agreed that there would be two monitoring reports published over the year and attached at Appendix 1 is the mid-year report for 2023-24 which is the first of the two planned reports.

This report focuses on the progress made on the activities in the Year Ahead Delivery Plan so far this year as well as the Council Plan performance measure data for Quarter 2 of the 2023-24 financial year.

Recommendations

That Cabinet note:

1. The overall position in relation to the Year Ahead Delivery Plan activities.

2. The Quarter 2 2022-23 data for the Council Plan performance measures.

3. The performance reporting timetable for the remainder of the 2023-2024 year.

List of Appendices Included
Appendix 1 – Council Plan 2022-25 and Year Ahead Delivery Plan mid-year progress report
Appendix 2 – Equality Analysis
Appendix 3 – Carbon Impact Assessment.

Background Papers
Council Plan 2022-25 and Year Ahead Delivery Plan approved by Council in January 2022.

Council Plan Update considered in April 2023.

Council Plan 2022-25 and Year Ahead Delivery Plan annual report considered in July 2023.

Consideration by any other Council Committee, Scrutiny or Advisory Panel
None

Council Approval Required
No

Exempt from the Press and Public
No

Mid-Year Report on Council Plan and Year Ahead Delivery Plan Progress for 2023-2024

1. Background

1.1 The Council Plan 2022-25 is a key document which sets out the Council's vision for the Borough and priorities for serving residents and communities and is informed by public consultation. The Plan provides the medium-term basis for targeting resources, informing the budget-setting process, and planning cycles, and ensuring that residents can hold the Council to account for delivery.

1.2 To enable the Council to work towards the Council Plan outcomes and achieve the commitments, the Plan includes a suite of performance measures and targets as well as a Year Ahead Delivery Plan which sets out the key activities to be delivered over this financial year.

1.3 The Council Plan 2022-25 was adopted by Council in January 2022. The Year Ahead Delivery Plan is being updated annually and the new Plan for 2023-24 was approved by Cabinet on 24th April 2023.

1.4 The process for monitoring performance is set out in the Council's Performance Management Framework which explains how robust performance monitoring should be carried out.

1.5 To ensure that the delivery of actions and their impact is assessed, formal performance reports have been presented in public at Cabinet meetings throughout the year. Scrutiny have also considered the reports in line with the Council's normal processes.

1.6 Service plans have been produced for every Council service and these will be reviewed annually to ensure a 'golden thread' runs from the Council Plan through to each service as well as the Personal Development Review (PDR) process at individual officer level.

2. Key Issues

2.1 Informed by a programme of public and stakeholder engagement, the Council Plan sets out medium-term priorities and actions, building on and taking forward commitments made by Councillors to the Rotherham community. The Plan is framed around five themes:

- Every neighbourhood thriving
- People are safe, healthy, and live well
- Every child able to fulfil their potential
- Expanding economic opportunity
- A cleaner, greener local environment.

2.2 These five themes are underpinned by a cross-cutting strand - 'One Council' - which sets out how the Council will operate to achieve the vision.

2.3 The Council Plan sets out the outcomes that the Council will work towards over the period from 2022 to 2025. There are 26 outcomes and 47 commitments in total.

2.4 To ensure delivery against these, the Year Ahead Delivery Plan includes 98 priority actions/milestones to mostly be delivered by March 2024.

2.5 The Council Plan is being monitored through both the delivery of the milestones and activities within the Year Ahead Delivery Plan and the 68 performance measures outlined in the Council Plan. The performance measures include a mixture of output measures and longer-term outcome measures.

2.6 The mid-year progress report (Appendix 1) focuses on the progress made across all the Year Ahead Delivery Plan activities to deliver the five headline priorities for Rotherham as set out in the Council Plan for 2022-25. The Report has been designed to ensure that progress on the Year Ahead Delivery Plan activities is as up to date as possible up to the time of publication, so key milestone completion dates that fall between the end of September 2023 and the Cabinet meeting in January 2024 are updated where possible.

2.7 The targets for Council Plan performance measures relate to the financial year 2022-23 and are reported here for Quarter 2 (July 2023 to September 2023). Appendix 1 includes full details of performance against these measures.

2.8 The mid-year progress report (Appendix 1) includes a high-level overview overall and is then presented by Council Plan theme, with each thematic section including achievements and challenges, Year Ahead Delivery Plan trackers and performance scorecards. The Report also includes wider information, key facts and intelligence, specific case studies and a timeline of key achievements/activities to demonstrate activity during the quarter.

2.9 The Year Ahead Delivery Plan milestone trackers (included in Appendix 1) outline progress against the 98 actions within the Year Ahead Plan. Each action has been rated as follows:

Status	Definition
Not yet due to start	Action not yet scheduled to start.
On track	Action started and on track to be delivered by the original deadline.
Known delays	Action has some risk/delay to delivery or is behind the original schedule by less than three months.
Will not be met	Action will not be/has not been met within three months of the original target date.
Complete	The action is fully complete and/or operational.

2.10 As of 30 November 2023, the activities within the Year Ahead Delivery Plan are rated as follows:

- 33% (32) complete
- 49% (48) are on track to be delivered by original target date
- 10% (10) are delayed by less than 3 months
- 8% (8) will not be met within 3 months of original target date.

2.11 The performance scorecards included in Appendix 1 provide an analysis of the Council's performance against each of the 66 performance measures and each are given equal priority.

2.12 Each of the measures are rated as follows:

Status	Definition
✔	Performance is on or above target.
●	Currently performance is not at expected levels. Confidence that the target will still be achieved by year-end.
✖	Performance is not currently on target. High risk that year-end target will not be achieved.
△	Target cannot be assessed this quarter (ie annual measure or awaiting publication of data)
ⓘ	Information measure targets not applicable (ie volume/demand measures where 'good' is neither high or low)

Direction of travel	Definition
🡅	Performance or numbers have improved.
🡆	Performance maintained or numbers are the same.
🡇	Performance or numbers have declined.
♦	Quarterly direction of travel not applicable.

2.13 For quarter 2, the status of the performance measures is set out below, along with the direction of travel for each:

Progress against targets

		Number of measures	% of measures
✔	Performance is on or above target	31	45%
●	Currently performance is not at expected levels. Confidence that the target will be achieved by year-end.	4	6%
✖	Performance is not currently on target. High risk that year-end target will not be achieved.	21	31%
Unable to be assessed this quarter			
△	Target cannot be assessed this quarter. (ie Annual measure or awaiting publication of data).	7	11%
ⓘ	Information measure targets not applicable. (ie Volume / Demand measures where 'good' is neither high or low).	5	7%

Direction of travel

		Number of measures	% of measures
↑	Performance or numbers have improved.	34	50%
→	Performance maintained or numbers are the same.	4	6%
↓	Performance or numbers have declined.	18	26%
Unable to be assessed and reported this quarter			
♦	Direction of travel not applicable	12	18%

2.14 Performance and progress will continue to be reviewed within directorates and reported publicly to ensure that the Council's direction of travel remains positive. As agreed at Cabinet on 24 April 2023, there are two monitoring reports for 2023-24 of which this is the first. The second and final progress report for the year will be reported to Cabinet in July 2024 and will cover Q4 and year-end performance.

3. Options considered and recommended proposal

3.1 The Council Plan 2022-25 was developed in consultation with Cabinet Members and officers across all directorates, as well as being informed by public consultation. This Report forms part of the Council's commitment to public reporting on its progress.

3.2 It is recommended that Cabinet note the overall position in relation to the Year Ahead Delivery Plan activities. It is also recommended that Cabinet note the performance to 30 September 2023 for the Council Plan performance measures and note the performance reporting proposal for 2023-2024 contained at paragraph 2.14.

4. Consultation on proposal

4.1 A programme of public consultation and engagement to support the development of the Council Plan took place throughout August and September 2021. This included online and postal surveys, focus groups, a series of short interactions and engagement at the Rotherham Show. There were 350 online and postal surveys returned and over 1,000 other interactions in total across all methods of engagement.

4.2 In addition to the public consultation, engagement took place with key stakeholders, including work with Cabinet members and officers across all directorates, a session with OSMB and a session that was open to all elected members.

4.3 The consultation is part of an ongoing dialogue between the Council and members of the public. Feedback continues to be sought on the Year Ahead Delivery Plan activities, Rotherham Partnership Plan and the refresh of the Equalities Strategy.

5. Timetable and Accountability for Implementing this Decision

5.1 It is proposed in paragraph 2.14 above that one further progress report on the 2023-24 Year Ahead Delivery Plan is presented to Cabinet in July 2024.

6. Financial and Procurement Advice and Implications

6.1 The Council Plan and the Year Ahead Delivery Plan are designed to help steer the use of Council finances, balanced against the wider funding backdrop for the Council and the broader context of national local government finance and policy. There are no direct financial implications as a result of this Report and the delivery of the Council Plan will be managed within the Council's available budgets.

6.2 The Council operates in a constantly changing environment. It will be important to ensure that ambitions and performance targets remain realistic in the context of central government policy, forthcoming legislation, and the financial position of the Authority.

6.3 Whilst there are no direct procurement implications in this report the Council Plan and Year Ahead Delivery Plan includes some activities which require the need to procure goods, services or works to achieve their outcomes. All projects will need be procured in line with the Public Contracts Regulations 2015 (as amended) and the Council's own Financial and Procurement

Procedure Rules, giving clear consideration and application of social value, the Real Living Wage and other ethical factors.

6.4 Appendix 1 includes information regarding the Council's financial position, and this has been aligned to the financial reporting timelines.

7. Legal Advice and Implications

7.1 Whilst there is no specific statutory requirement for the Council to have a Performance Management Framework and Council Plan, being clear about the Council's ambitions gives staff, partners, residents, and central Government a clear understanding of what it seeks to achieve and how it will prioritise its spending decisions.

7.2 An effective and embedded Council Plan is also a key part of the Council's ongoing improvement journey.

8. Human Resources Advice and Implications

8.1 There are no direct Human Resources (HR) implications as a result of this Report, though the contribution HR makes to an engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers is set out within the 'One Council' theme. Delivery of the Council Plan will also be underpinned by the implementation of a new Workforce Plan which was launched in June 2022.

9. Implications for Children and Young People and Vulnerable Adults

9.1 The Council Plan has a core focus on the needs of children and young people and vulnerable adults and this is embedded throughout all themes of the plan, particularly in theme three (Every child able to fulfil their potential).

10. Equalities and Human Rights Advice and Implications

10.1 Equalities is cross cutting throughout the Council Plan and Year Ahead Delivery Plan.

10.2 Of the five guiding principles, two specifically aim to meet residents' and communities' differentiated needs:

- Expanding opportunities for all
- Working with our communities

10.3 'Expanding opportunities for all' encompasses the Council's essential priority to tackle inequality, striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. To complement this approach, 'working with our communities' ensures that to achieve the best outcomes for local people, residents are involved in the things that matter to them and services are designed based on input from those who use them.

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

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

- Effective customer services
- Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers

10.6 The Council's commitment to place all customers at the heart of service delivery includes a strengthened approach to equalities and being inclusive. The commitment to an engaged, diverse and skilled workforce is expected to improve the council's response to diverse customer needs, by bringing a more differentiated understanding of equality and diversity considerations and barriers.

10.7 A detailed Equality Analysis is attached (Appendix 2).

11. Implications for CO2 Emissions and Climate Change

11.1 A cleaner, greener local environment is a theme within the Plan, focused around reducing harmful levels of carbon emissions to limit the impacts on communities and the environment. Actions within this theme encompass plans for the reduction of emissions in housing, through the Housing Strategy, and transport, such as through cycleway improvements, and public transports improvements, as well as improving data on waste and single-use plastic.

11.2 A Carbon Impact Assessment has been produced based on the Year Ahead Delivery Plan (see Appendix 3). The impact assessment will continue to be reviewed and updated each quarter.

12. Implications for Partners

12.1 Working with partners across the public, private and voluntary and community sectors will be integral to the delivery of the Council Plan, and partners have been consulted as part of its development. All the themes will require multi-agency approaches to some degree and the Council will continue to show effective leadership, operating through a range of strategic partnership bodies.

12.2 Following the refresh of the Rotherham Together Plan, which was formally launched in January 2023, a showcase event celebrating the achievements of the Partnership took place in September 2023. The Rotherham Together Plan links to the Council Plan and is included in the milestones under theme 6 "One Council".

13. Risks and Mitigation

13.1 The Corporate Strategic Risk Register is aligned to the Council Plan themes and the process of identifying and mitigating strategic risks is clearly linked to the Plan.

13.2 Progress reports will continue to note risks associated with actions at risk of not being delivered, or those that have missed the deadline, as well as performance measures which have not progressed in accordance with the target set.

13.3 Directorates are also responsible for ensuring that any significant risks are addressed via directorate and corporate risk registers.

14. Accountable Officers

Simon Dennis, Corporate Improvement and Risk Manager
Assistant Chief Executive's Directorate
Simon.dennis@rotherham.gov.uk

Approvals obtained on behalf of Statutory Officers:

	Named Officer	**Date**
Chief Executive	Sharon Kemp	08/01/24
Strategic Director, Finance & Customer Services (S.151 Officer)	Judith Badger	21/12/23
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	03/01/24

Report Author:
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Tanya, Lound, Corporate Improvement and Risk Officer,
tanya.lound@rotherham.gov.uk

This report is published on the Council's website.

COUNCIL PLAN 2022/25 AND YEAR AHEAD DELIVERY PLAN

Mid Year Progress Report

Period: Quarter 2 performance data and progress on the Year Ahead Delivery Plan 2023/24



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Rotherham Metropolitan Borough Council

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I. EXECUTIVE SUMMARY

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

Four guiding principles run through the Plan, informing the Council's way of working and helping to achieve better outcomes:

Expanding opportunities for all

As we open up new opportunities we will target the most help at those who need it, so no one is left behind.

Recognising and building on our strengths to make positive change

This will involve making the best use of local assets, including building, parks and public spaces, as well as harnessing the knowledge and skills of community groups and local residents.

Working with our communities

To achieve the best outcomes for local people, we recognise the importance of putting them at the heart of everything we do. That means involving local residents in the things that matter to them and making sure we design our services based on input from those who use them.

Focussing on prevention

We know that prevention is better than cure in achieving positive outcomes for our resident. For this reason, we will focus on reducing the risk of problems arising in the first place, and when they do, we will intervene early to prevent them from worsening.

I. EXECUTIVE SUMMARY

Informed by a programme of public and stakeholder engagement, the Council Plan is framed around five themes:



These five themes are underpinned by a cross-cutting strand - 'One Council' - which sets out how the Council will operate to achieve the vision.

To ensure delivery of the Council Plan, an annual Year Ahead Delivery Plan ran until March 2023 and a reviewed and updated Plan has been approved for the financial year from 1 April 2023. There will be a further review and update of the Plan for the 2024/25 financial year to cover the final year of the Council Plan.

This is the sixth quarterly progress report to Cabinet.

The report focuses on progress made in delivering the 98 priority actions/ milestones contained within the Year Ahead Delivery Plan and the 68 headline performance measures that best demonstrate progress in achieving the 26 key outcomes. It also brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate the impact on residents and communities.

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

2. STATUS DEFINITIONS

Year Ahead Delivery Plan definitions

Not yet due to start	Action not yet scheduled to start.
On track	Action started and on track to be delivered by the original deadline.
Known delays	Action has some risk/delay to delivery or is behind the original schedule by less than three months.
Will not be met	Action will not be/has not been met within three months of the original target date.
Complete	The action is fully complete and/or operational.

Performance measure definitions

✔	Performance is on or above target
●	Currently performance is not at expected levels. Confidence that the target will be achieved by year-end.
✖	Performance is not currently on target. High risk that year-end target will not be achieved.
△	Target can not be assessed this quarter. (ie Annual measure or awaiting publication of data).
ⓘ	Information measure targets not applicable. (ie Volume / Demand measures where 'good' is neither high or low).

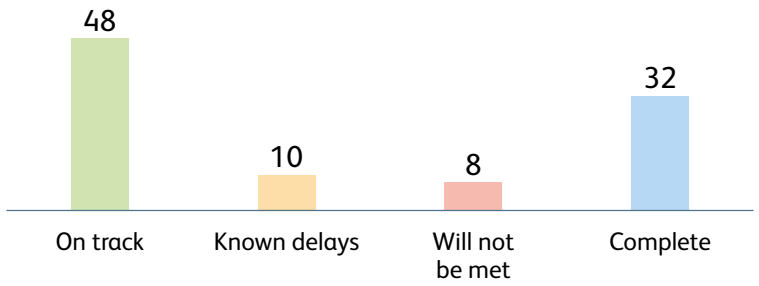
↑	Performance or numbers have improved.
→	Performance maintained or numbers are the same.
↓	Performance or numbers have declined.
◆	Quarterly direction of travel not applicable.

3. OVERVIEW OF PERFORMANCE AND PROGRESS

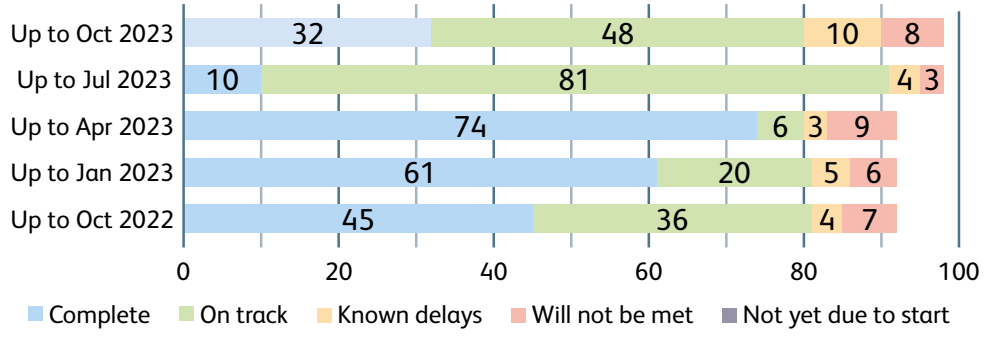
The diagrams below provide details of the overall status in relation to the Council Plan performance measures (where data is available or where targets have been set) and Year Ahead Delivery Plan actions/milestones.

YEAR AHEAD PLAN ACTIONS/MILESTONES

Year Ahead Delivery Plan Actions Status

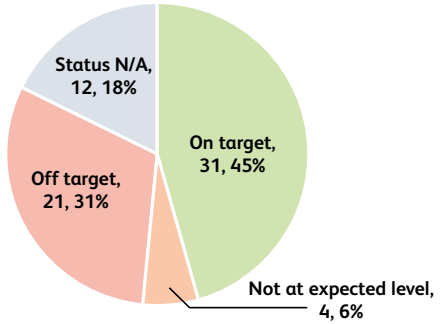


Year Ahead Delivery Plan Trend
(in comparison to last reports)

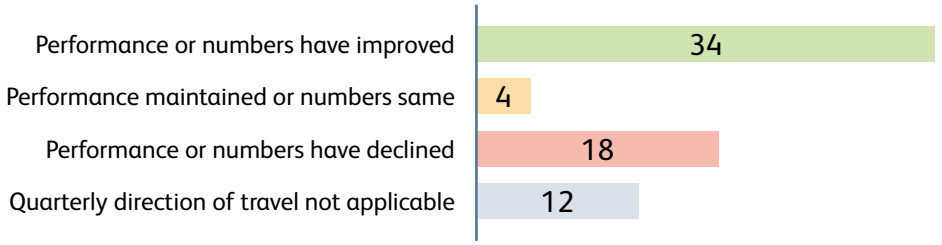


PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



Of the 18 measures with a downward trajectory, 7 are still on or above the target set, 2 are not at expected levels and 9 are off target. Services are reviewing mitigations to improve performance. (The overall totals in the diagrams may differ because the direction of travel is not applicable for all measures)

3. OVERVIEW OF PERFORMANCE AND PROGRESS

EVERY NEIGHBOURHOOD THRIVING – ACHIEVEMENTS AND CHALLENGES

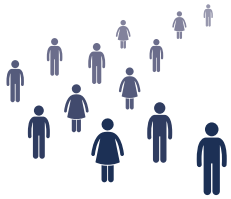
This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Achievements

Year Ahead Delivery Plan activities *(complete or on target)*

25 ward plans produced and published informed by local communities.

Rotherham Show took place on the 2 and 3 September 2023, attracting an estimated audience of 88,918.





Ten projects within Round 1 of the Towns and Villages Fund programme have been delivered as part of the £4 million programme to restore pride in the borough's towns and villages.

Staff e-learning module launched to help embed a strength based-working approach across the Council's workforce.



Performance measures *(on target and improving)*

Satisfaction with the borough and local area as a place to live has improved (Resident Satisfaction in June 2023) – 65% very or fairly satisfied with the borough (57% in 2022) and 82% very or fairly satisfied with their local area (76% in 2022) *(higher is better)*.

65.2% of the local 'unclassified' road network is classed as 'green status' (do not require repair), against a year-end target of 60% *(higher is better)*.





Perceptions of feeling safe outside during the day and at night have improved (Resident Satisfaction in June 2023) – 92% of those surveyed feel safe during the day (87% in 2022) and 62% feel safe at night (56% in 2022) *(higher is better)*.

98% of customers are satisfied with culture, sport and tourism services *(higher is better)*.



3. OVERVIEW OF PERFORMANCE AND PROGRESS

EVERY NEIGHBOURHOOD THRIVING – ACHIEVEMENTS AND CHALLENGES CONTINUED

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Challenges

Performance measures *(off target and worsening)*



49% of people thought anti-social behaviour is a big problem in their area when surveyed during Quarter 2 (*lower is better*).



8.0% positive outcomes for hate crime investigations in Quarter 2 (7.7% year to date), against a year-end target of 20% *(higher is better)*. On-going discussions are taking place with South Yorkshire Police and more detailed performance narrative is monitored via the Safer Rotherham Partnership.

3. OVERVIEW OF PERFORMANCE AND PROGRESS

PEOPLE ARE SAFE, HEALTHY AND LIVE WELL – ACHIEVEMENTS AND CHALLENGES

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Achievements

Year Ahead Delivery Plan activities *(complete or on target)*



'Say Yes' campaign, a new public health improvement and prevention campaign providing advice on areas such as smoking, tobacco control, food and physical activity launched June 2023 on social media and on RotherHive.

Flexible Purchasing System (FPS) specifically for Mental Health developed and approved in October 2023, to procure a range of services for people living will mental ill-health to be supported to live in their community.





Remaining homes in the programme of 237 enabled homes across the Chesterhill/Whinney Hill development sites completed in October 2023..

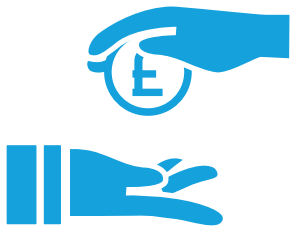
Performance measures *(on target and improving)*



The proportion of council housing stock that meets the "Decent Homes" standard is 99.98%, against a target of 100% *(higher is better)* and up from 99.95% in Quarter 1.

68% engagement rate with Domestic Abuse services in Quarter 2, against a target of 60% *(higher is better)*, and up from 67% in Quarter 1.





Proportion of new claims for Housing Benefits and Council Tax Support dealt with within 14 days of receipt of all necessary information was 98.93% against a target of 90% *(higher is better)*, an improvement from 97.44% at the same period the previous year.

Return to contents

3. OVERVIEW OF PERFORMANCE AND PROGRESS

PEOPLE ARE SAFE, HEALTHY AND LIVE WELL – ACHIEVEMENTS AND CHALLENGES CONTINUED

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Challenges

Year Ahead Delivery Plan activities *(delayed)*



Three schemes in delivery on the Council's commitment to build 1,000 new homes through the Housing Growth Programme are off track. Delivery Programme currently being refined.

Performance measures *(off target and worsening)*



Number of households in temporary accommodation (both temporary accommodation and hotels) was 161 in Quarter 2, against a target of 130 *(lower is better)* and compared to 141 in Quarter 1.

3. OVERVIEW OF PERFORMANCE AND PROGRESS

EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL – ACHIEVEMENTS AND CHALLENGES

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Achievements

Year Ahead Delivery Plan activities *(complete or on target)*



The Rotherham Relationships Charter was launched in April 2023, in partnership with multiple agencies. The charter is designed to engage and support agencies in thinking about parental conflict in day-to-day practice



An online resource for families to access support in relation to their emotional health and wellbeing was launched in August 2023.

Signoff from the Department for Education was obtained for the Council's Written Statement of Action in June 2023. This was developed to address the findings from the Special Educational Needs and Disabilities inspection undertaken in 2021.



All 35 actions set out in our Youth Justice Action Plan have been completed. The action plan was developed to address the findings from a peer review of the Youth Justice Service in March 2022.





Continued work with children and young people to co-design the Children's Capital of Culture 2025 programme, including the delivery of delivered UPLIFT: Rotherham Skate and Arts Festival, WoW Festival, and community festivals. *(Links to Every Neighbourhood Thriving Theme).*

3. OVERVIEW OF PERFORMANCE AND PROGRESS

EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL – ACHIEVEMENTS AND CHALLENGES CONTINUED

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Achievements

Performance measures *(On target and improving)*



The number of Children in Need (rate per 10K population 0 to 17 as per DfE population) has decreased to 334.2 *(lower is better)*, which is below the year-end target of 375.5 and is below the latest statistical neighbour's average of 431.5.

The proportion of social care re-referrals in 12 months is 22.0% *(lower is better)* for this year to date, which is on target for the year-end target of 22.0%.







The number of children with a Child Protection plan (rate per 10K population 0 to17) has decreased to 69.6 *(lower is better)*, which is below the year-end target of 85.0.

The number of children in care (rate per 10k population 0 to17) has reduced to 91.8 *(lower is better)*, which is below the year-end target of 95.2.

655 additional universal youth work sessions have already been delivered as of the end of Quarter 2, which is 82% of the year-end target of 800 sessions.



3. OVERVIEW OF PERFORMANCE AND PROGRESS

EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL – ACHIEVEMENTS AND CHALLENGES CONTINUED

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Challenges

Year Ahead Delivery Plan activities *(delayed)*



The development of new residential homes to enable looked-after children and young people in Rotherham to remain in the borough has experienced delays due to registrations and challenges with access permissions to the properties. All four two-bedroom homes are still due to open by Quarter 4.



The £100,000 Play Area replacement programme is delayed. This is due to delays within the construction pipeline. All projects will now be delivered by the end of Quarter 4, ready for the new summer season.

3. OVERVIEW OF PERFORMANCE AND PROGRESS

EXPANDING ECONOMIC OPPORTUNITY – ACHIEVEMENTS AND CHALLENGES

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Achievements

Year Ahead Delivery Plan activities *(complete or on target)*



Small grants scheme for businesses is up and running, with £11,447 awarded to five projects and four further applications in development.

Initial construction work begun on the markets and library redevelopment in the town centre in September 2023.





Output target for the Advance (in-work support) project have now been achieved, ahead of schedule, with a total of 384 people assisted.

Further funding secured to ensure continuation of Pathways and Inspire projects, with 108 people helped into employment and 94 into training since April 2023.



Performance measures *(On target and improving)*



50,054 engagements with libraries' services which help people learn, acquire new skills or get a job, against a target of 80,000 by year end *(higher is better)*.

3. OVERVIEW OF PERFORMANCE AND PROGRESS

EXPANDING ECONOMIC OPPORTUNITY – ACHIEVEMENTS AND CHALLENGES CONTINUED

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

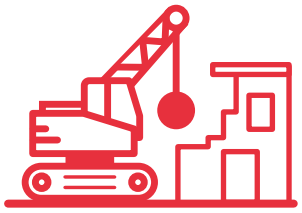
Challenges

Year Ahead Delivery Plan activities *(delayed)*



Construction works on Riverside Gardens delayed following procurement exercise and the need to extend the design period. Revised date Quarter 1 2024/25, instead of Quarter 3 2023/24.

Demolish existing Swinton Library building, move the library and neighbourhood hub to the redeveloped Customer Service Centre; refurbish the Civic Hall - Civic Hall refurbishment complete and practical completion of the new library is anticipated by Quarter 4. However, demolition of the old library is likely to happen post 2023/24. The original target date was Quarter 3.



Performance measures *(off target and worsening)*



74.2% of Rotherham's working age population is economically active. In comparison, Yorkshire & Humber and Great Britain are at 77.2% and 78.4% respectively *(higher is better)*.

3. OVERVIEW OF PERFORMANCE AND PROGRESS

A CLEANER, GREENER LOCAL ENVIRONMENT – ACHIEVEMENTS AND CHALLENGES

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Achievements

Year Ahead Delivery Plan activities *(complete or on target)*



New IT system (Confirm) launched in June 2023, to improve the cleanliness of the borough by providing better performance monitoring, as well as maximising resources and improving how the public report and receive feedback on local issues.

Three Transforming Cities Fund Active Travel Fund programme actions within the Year Ahead Delivery Plan are now complete, including construction of the Sheffield Road Cycleway has commenced; construction of the Moor Road Manvers cycle route is complete; construction of the A.631 Maltby bus corridor has commenced.



Performance Measures *(on target and improving)*



52.4% of Council housing had an Energy Performance Certificate (EPC) rated C and above in Quarter 2, against a Council Plan target of 50% *(higher is better)*. The year-to-date figure is also above the target at 51.9%.

3. OVERVIEW OF PERFORMANCE AND PROGRESS

A CLEANER, GREENER LOCAL ENVIRONMENT – ACHIEVEMENTS AND CHALLENGES CONTINUED

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Challenges

Year Ahead Delivery Plan activities *(delayed)*

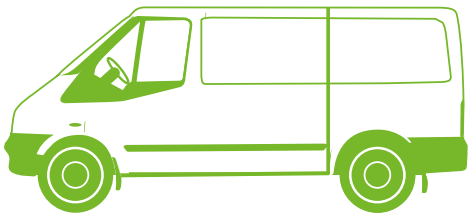


The structural repair of the Council funded Centenary Way Viaduct remedial works scheme is delayed until Quarter 3 2024/25 due to traffic management implications of the construction and alignment with the completion of the Sheffield Road cycle route and the works on the M1.

Performance Measures *(off target and worsening)*

The proportion of waste sent for reuse decreased in Quarter 2, at 43.7% against a target 45% *(higher is better)*. Data currently includes kerbside recycling only. Other recycling statistics are three months in arrears and will be included in future reports. A communications campaign was held in October 2023 to inform residents about what can and can't be recycled to improve recycling rates and prevent contamination.

Overall carbon dioxide emission levels for the Council (Corporate fleet, grey fleet, EV charging infrastructure) for 2022/23 shows an increase of 3.23%, against an 18% reduction target. There are a number of programmes ongoing which will result in a significant reduction in greenhouse emissions from the Council's fleet, however it is unlikely that the revised 10% reduction target for 2023/24 will be achieved. This is an annual measure and data for 2023/24 will not be available until Quarter 2 2024/25.



3. OVERVIEW OF PERFORMANCE AND PROGRESS

ONE COUNCIL – ACHIEVEMENTS AND CHALLENGES

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Achievements

Year Ahead Delivery Plan activities *(complete or on track)*



Local Government Association (LGA) Corporate Peer Challenge took place in June 2023 to review the capacity, governance, leadership, and finances of the Council, as well as its capacity to deliver its ambition. Action Plan agreed by Cabinet in September 2023 and a follow up visit is planned for December 2023.

New management development programme launched and managers able to express an interest in attending.





2023 employee opinion survey launched in November which will run until mid-December.

Performance measures *(on target and improving)*



50% of Rotherham respondents in 2023 said that the Council keeps residents 'very well' or 'fairly well' informed. This is an increase from 48% last year and achieves the 50% target.

51% of residents think that the Council acts on their concerns. This is the joint highest response across all surveys and similar to the national average of 52%. There was an increase of 9% in satisfaction levels between 2022 and 2023 and the figure exceeds the current target of 48% *(higher is better)*.





Average customer wait time to corporate contact centre was 2 minutes 31 seconds in Quarter 2 *(lower is better)*. This is compared to a target of six minutes and is the third quarter in a row where the target has been exceeded and performance has improved.

3. OVERVIEW OF PERFORMANCE AND PROGRESS

ONE COUNCIL – ACHIEVEMENTS AND CHALLENGES CONTINUED

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to both the performance measures and the actions/ milestones within the Year Ahead Delivery Plan and further details are available within the main body of the report.

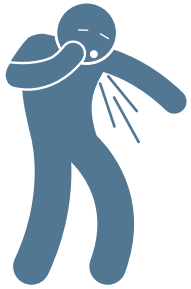
Challenges

Performance measures *(off target and worsening)*



Proportion of business rates collected in the current financial year compared with other Met councils has fallen from 56.3% in Quarter 2 of 2022/23 to 52.90% in Quarter 2 of 2023/24 *(higher is better)*. The introduction of a number of different reliefs for Business Rates has affected each council differently based on the makeup of their business rates portfolio. Some councils in 2022/23 seeing large increases in collection rates and some with large reductions. Collection rates are down on last year while recovery notices issued are up, which may be because of the increase in the cost-of-living.

Number of working days lost to sickness per full time equivalent post has increased from 12.51 days in Quarter 1 to 12.63 days in Quarter 2, against a target of 10.3 days *(lower is better)*. Sickness absence levels have been decreasing consistently however, there has been a slight increase in the most recent quarter. Absence management clinics continue and sickness absence information is shared to enable effective management.



Proportion of complaints closed within timescales is currently at 84% compared to a target of 85% *(higher is better)* following a drop in performance in performance in Quarter 2, in comparison to Quarter 1 2023/24 and Quarter 2 2022/23. The year-to-date figure is only slightly off the 85% target.



4. FINANCE UPDATE

The table below provides details on some of the key areas of the Council's budget 2023/24, indicating how the Council intends to spend its budget against its six core themes.

Themes	Commentary on financial performance of key areas of the budget
EVERY NEIGHBOURHOOD THRIVING	At a local level, villages and town sites are being improved with investment that has started and some now complete in local communities from the Towns and Villages fund.
	Investment continues to enhance library sites. Works have now been completed at Thurcroft library.
	Ward Member engagement approach is being developed, via Neighbourhoods Team, to capture local hot-spot areas for nuisance pavement parking and ensure that they meet the scope for inclusion. A procedure for identification of potential sites is to be introduced prior to further engagement on potential schemes beginning Quarter 3 this year as part of our Local Engagement process.

4. FINANCE UPDATE

The table below provides details on some of the key areas of the Council's budget 2023/24, indicating how the Council intends to spend its budget against its six core themes.

PEOPLE ARE SAFE, HEALTHY & LIVE WELL	The new Alcohol and Drug Services contract started in April 2023.
	Additional government funding of £5,195k has been provided in 2023/24 as part of a market sustainability and fair cost of care review to support care providers.
	Continuing to invest in capacity to meet the challenges of the two-hour hospital discharge process post Covid and working on a 'discharge to assess' model. In addition, invested £2,030k of new government funding to reduce the length of time people remain in hospital when they are medically fit to be discharged.
	Housing Growth – The Council is continuing to develop new homes and acquire properties to increase the supply of affordable homes. This is supported by the Housing Revenue Account Business Plan. Work is ongoing to update the investment needed based on price increases and refreshed timescales. To date over 500 homes have been added to the Council home portfolio.
	Temporary accommodation is a cost pressure for the Housing Service (est. £0.850m 2023/24). A new homelessness strategy is being drawn up that will ensure the right mix of homes and that optimises processes.
	The Energy Crisis Support scheme has been extended using the Covid Recovery Fund and Household Support Fund. This will provide a cash grant of £250 to households that are struggling to meet the cost of their energy bills during 2023/24.
	CCTV investment has provided operational resources to improve the CCTV service with increased capacity for capturing offences and offenders.
	Additional operational resources have been applied in the Planning Service to achieve better enforcement outcomes.

4. FINANCE UPDATE

The table below provides details on some of the key areas of the Council's budget 2023/24, indicating how the Council intends to spend its budget against its six core themes.

EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL	The creation of in-house residential homes has continued in 2023/24 with three 'phase three' two bed homes originally scheduled to open in June 2023 and September 2023. The programme has slipped due to property issues, but the directorate is progressing with implementation plans to make these properties operational across the 2023/24 financial year.
	The Children and Young People's Services placement budget is £34.5m and is determined based on the number of children supported across the different placement types throughout the year and their unit costs. The overall budget is based on reducing children in care numbers from 565 to 547. The current number is 512 (37 below the budget profile), with transformation work ongoing to achieve the placement profile and reduce costs. Currently the placement budget is £4.8m overspend due to demand for residential placements, the pressures in the external provider market to procure fostering and residential placements and the in-house residential homes being behind schedule are major factors.
	Supporting early intervention through continued corporate investment in the Early Help Family Group Conference service and an increase in Supporting Families funding from £1.3m to £1.6m, alongside new Start for Life & Family Hub monies of circa £3.4m over three years to 2024/25.
	The Safety Valve Programme/Dedicated Schools Grant (DSG) Management Plan sets out a number of key actions to enable Rotherham to provide education through its annual DSG allocation and as a consequence receive Safety Valve funding to remove the historical DSG deficit. The Management Plan will support service transformation, enable creation of cost-effective education settings in the district through High Needs Capital and support inclusive schools across the district. The DSG Deficit reduced to £5.9m at the end of 2022/23 and is estimated to reduce to £3.4m at the end of 2023/24.
	Home to School transport has demand pressures linked to growth in Education Health Care plans (EHCPs). Joint work between Regeneration and Environment and Children and Young People's Services is ongoing to maximise transport efficiencies and dampen cost pressures. There are several strands to this work, reviewing all the single person journeys, assessment of eligibility to transport, governance process and reviewing policies.

4. FINANCE UPDATE

The table below provides details on some of the key areas of the Council's budget 2023/24, indicating how the Council intends to spend its budget against its six core themes.

EXPANDING ECONOMIC OPPORTUNITY	Capital investment in the borough progresses, supported by the Future High Streets Fund, Levelling Up Fund and Towns Deal with matched Council capital resources. This investment will result in a reshaped town centre and changes in local towns, villages, and country parks. A number of strategic acquisitions have been made in the town centre as part of this programme. The agreement with Muse to develop Forge Island has been signed and works are well underway.
	Transport infrastructure investment continues, including the Parkway Widening scheme, which has been completed and highways maintenance through the £24m 2024 Roads programme.
	Jobs and skills investment is progressing with the building of the Century 2 business centre. The new facility opened in November 2023.
A CLEANER, GREENER LOCAL ENVIRONMENT	Additional revenue investment to improve the environment has benefitted grounds maintenance, street cleansing, wildflower seeding and tree planting.
	Further recognition of the climate emergency is evidenced through an enhanced team dedicated to this area and investment in carbon reduction programmes.
ONE COUNCIL	The Council receives in excess of 200,000 calls a year into its main contact centre. Additional revenue investment to reduce call waiting times and to improve and modernise the way that members of the public can contact the Council will improve the customer experience and provide better value. Ongoing investment in digital technologies will ensure that the Council functions efficiently, effectively, and sustainably.

4. FINANCE UPDATE

2023/24 REVENUE BUDGET INVESTMENTS TRACKING

The table below provides a progress update on the 2023/24 revenue budget investments approved via Council in March 2023, as part of the Council's Budget and Council Tax Report 2023/24. Whilst these are in the main permanent investments, it is vital that the Council can demonstrate progress on these member priorities.

Investment Reference	Revenue Budget Investment	2023/24 Investment	Expenditure to date	% Spent To Date	Current Forecast Outturn	Variance	Update Commentary
Every Child able to Fulfil their Potential							
23/24 R&E4	Independent Travel Training – Home to School Transport	85	22	26%	39	-46	A round of recruitment has been completed with two of the three posts successfully filled. A further round of recruitment is required for the post yet to be filled. The service has a plan in place to roll out delivery which commences with the relevant training and accreditation for the new staff.
Expanding Economic Opportunity							
23/24 R&E1	Rotherham Markets Redevelopment - Trader Incentives	167	167	100%	167	0	100% of traders have now accepted the new leases which allows the Council to apply the rent concession. Consequently, all traders are on the discounted rent from 1 July 2023.

4. FINANCE UPDATE

Investment Reference	Revenue Budget Investment	2023/24 Investment	Expenditure to date	% Spent To Date	Current Forecast Outturn	Variance	Update Commentary
A Cleaner, Greener Local Environment							
23/24 R&E2	Household Waste Recycling Centres	188	17	9%	90	-98	The new contract commenced in October 2023. As the contract is under the maximum budget set this will allow the Council to accelerate its activities around supporting the in-sourcing process and will lead to a review of the existing establishment.
23/24 R&E3	Narrow Access Vehicle Resource Requirements	63	8	13%	40	-23	Prioritisation was given to the implementation of investments relating to the Household Waste Recycling Centres, due to the contractual timeline. Due to the anticipated delay therefore with this project, the service has progressed the leasing of a vehicle whilst the specification is finalised, and lead times confirmed for the delivery of the new vehicles. Recruitment of both the driver and loader is now confirmed.
23/24 R&E5	Commercial Waste Recycling Service	70	22	31%	40	-30	An officer has been recruited. Still need to recruit an additional driver and loader to expand the service.

4. FINANCE UPDATE

Investment Reference	Revenue Budget Investment	2023/24 Investment	Expenditure to date	% Spent To Date	Current Forecast Outturn	Variance	Update Commentary
One Council							
22/23 FCS1	Additional Call Handling	133	78	59%	133	0	All posts currently filled, helping to control call waiting times in Customer Services Contact Centre.
22/23 FCS2	Customer and Digital	118	76	64%	120	2	Three officers are in post and activity is being undertaken to deliver digital solutions that will deliver a Customer Service model that provides high quality services in a modern, efficient, and joined up way so that all customers, regardless of circumstance, have access to the services they need and receive a consistently positive experience.
Total Investment Proposals		**824**	**390**	**47%**	**629**	**-195**	

5. TIMELINE OF KEY ACHIEVEMENTS AND ACTIVITIES

April to October 2023

Rotherham Metropolitan Borough Council

Every neighbourhood thriving	People are safe, healthy and live well	Every child able to fulfil their potential	Expanding economic opportunity	A cleaner, greener local environment	One Council

2023

APRIL

- Funding secured to deliver safety improvements in the town centre which will help reduce levels of violence and crime. This includes new lighting, CCTV and communications upgrades.
- Drop-in sessions for residents to have their say on the new Thurcroft Library held.
- 12,000 families supported with supermarket vouchers to help with the cost of food for their children over the Easter school holidays.
- National Offer Day (primary school): 99 % of children offered one of their preferred school choices.
- Second UPLIFT Skate and Arts Festival held in the town centre on 5 to 7 April. The event included opportunities for young people to take part in roller skating, skateboarding, BMX and creative workshops.
- Rotherham Loves Writing Competition, started in partnership with the Children's Capital of Culture and Wentworth Woodhouse.
- Revamped air pavilion opened at Magna, for young people to explore the power of the four elements.
- Litter picks took place across the borough as part of the Great British Spring Clean, with the hard work of volunteers supported by the Council's Street Scene Team.

MAY

- Work on Sheffield Road cycleways scheme began.
- Official opening of new Employment Solutions Hub, with the aim of providing resources and support for people in search of work or training opportunities.
- Liberty House, a short breaks children's home, rated Outstanding for the third time in a row by Ofsted.
- First nuisance pavement parking scheme approved for programme entry.
- Open Arms Community Support Hub launched, funded by the UK Shared Prosperity and delivered in partnership to tackle the cost-of-living crisis. Support available includes money management and energy advice, as well as digital skills support.
- Rotherham 10k race - over 500 runners and a further 500 young people ran the mile lap around Clifton Park.
- 14 young people aged 16-25 recruited as trainees to help deliver the Children's Capital of Culture 2025 programme. In addition, 3 trainees from the previous 2022 trainee cohort recruited to promote engagement.
- As part of the Rotherham 10k Event, children and young people took part in the Fun Run/ Schools 'Run A Mile' Event.
- During the King's Coronation celebrations, activities aimed at children and young people were delivered, included coronation crafts and activities and a giant inflatable helter skleter in the Minster Gardens.

JUNE

- 25 ward plans produced and published informed by local communities.
- Annual Resident Satisfaction Survey conducted (seven of the Council Plan performance measures had improved when compared to 2022).
- WOW Rotherham returned a festival celebration of women, girls and non-binary communities, connecting Rotherham to other women and girls across the globe with an estimated of 3,000 attendees.
- The High Street in Rawmarsh East ward benefited from new planting and public realm as part of the Council's Towns and Villages fund.
- Launch of new Mobile CCTV Unit to cut crime and anti-social behaviour.
- Supported Carers Week providing all carers with a chance to access information, advice, and a health check.
- New pedestrian bridge successfully lifted into place at Forge Island linking the flagship development with the town centre.
- Planning permission for the public park along the River Don, Riverside Gardens, granted.
- LGA Corporate Peer Challenge concluded that 'Rotherham Metropolitan Borough Council serves at the town well and is today an impressive organisation'.

JULY

- Rosegarth shopping parade in Aston benefitted from improvements as part of the Rotherham Council's Towns and Villages Fund.
- Launch of first ever television advert to encourage more local people to become foster carers.
- Work started on development of ten new affordable, energy saving homes in East Herringthorpe as part of the Council's ambitious housing development programme.
- Council partnered with a range of providers across the borough to deliver the Rotherham Healthy Holidays programme, providing activities for children to enjoy.
- Launch of DrinkCoach to help residents to get tailored alcohol advice and support on their phone, tablet or laptop.
- Pre-contract services agreement contract let to deliver new workspace and commercial units in Templeborough.

AUGUST

- Yorkshire Day celebrations and a month of weekend activity attracting an audience of 4,831.
- Event held to celebrate the opening of the newly refurbished Multi Use Games Area (MUGA) and play area, on Laudsdale Road in East Herringthorpe.
- Improvements made to the land outside Kimberworth Library and Neighbourhood Hub as part of Rotherham Council's Towns and Villages Fund.
- Residents invited to take part in the Rothercare consultation to share their thoughts on the service and suggested changes.
- Rotherham now officially recognised as a Breastfeeding Friendly Borough.
- Students from across the borough celebrated their GCSE and A-Level results.
- Cabinet approved funds for improvements to Rother Valley Country and Thrybergh Country Parks.

SEPTEMBER

- Rotherham Show took place on 2 & 3 September 2023 attracting an estimated audience of 88,918.
- Towns and Villages Fund scheme completed at Manor Farm, Rawmarsh West, improving a local shopping parade.
- Forest View opened – a new school to support additional SEND provision for local children and young people, which is being delivered by Nexus Multi Academy Trust.
- Fostering Rotherham launched a new partnership with Rotherham United to raise the profile of fostering in the borough.
- Initial construction started on markets and library redevelopment.
- Funding secured from UKSPF to continue key employment and skills projects.
- LGA Corporate Peer Challenge Report and Action Plan published.
- Cabinet approved new policy for landlords on how to deal with damp, mould and condensation in rented homes.
- Digital Inclusion Strategy agreed, providing a framework for action to increase access, improve digital skills and enable people to reap the benefits of being online.
- Swinton Civic Hall reopened following refurbishment. The entrance to the hall and building exterior, Café and the disabled toilet all improved.
- 30 properties in Maltby benefited from thermal improvements, as part of a pilot, which could save them more than £400 in energy costs per year.
- Customer Experience standards launched to ensure that all our customers receive the same high-quality service.
- South Yorkshire celebrated gaining local visitor economy status.

OCTOBER

- People invited to attend public information events on Dinnington town centre and Wath town centre.
- Cabinet approved plans to build 74 new council homes across the borough (31 Eastwood and 43 Maltby).
- £500 grant made available for residents whose properties were flooded in storm Babet.
- Celebration Ceremony of the Summer Reading Challenge at Magna Science and Adventure Centre to celebrate those who completed the challenge.
- Article regarding the Council's 'Road to Recovery' featured in the Municipal Journal.
- Enabling works to prepare Rotherham Markets for future redevelopment underway as part of a key milestone in the borough's town centre masterplan.

6.1 THEME 1 – EVERY NEIGHBOURHOOD THRIVING

Our vision for Rotherham is for every neighbourhood to be a thriving neighbourhood, where people are able to work together to achieve a good quality of life.

Outcomes – our ambition	How we will get there
• Work with communities on the things that matter to them • Residents, organisations and businesses use their skills and resources to help others • Neighbourhoods are welcoming and safe • Local people have access to libraries, cultural activities, parks and green spaces • Local towns and villages are improved.	• Continue to drive local priority setting and activity through ward plans and devolved budgets, with councillors, residents and partner organisations working together • Work with Rotherham's voluntary and community sector to support and facilitate local networks and groups • Further expand and promote a range of volunteering opportunities • Invest in and develop our library services as neighbourhood hubs, promoting access to books, computers and community events • Work alongside our partners to ensure Rotherham is a safe, inclusive and welcoming place for local people, including responding effectively to community safety issues such as anti-social behaviour and hate crime • Deliver improvements to local towns and villages • Bring our communities together through a range of enjoyable activities, cultural and social events, which inspire hope and pride in Rotherham.

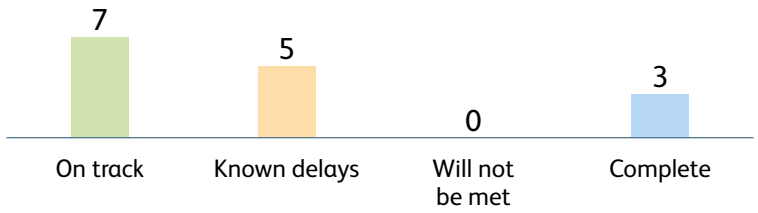
6.1 THEME 1 – EVERY NEIGHBOURHOOD THRIVING

HEADLINES – EVIDENCING OUR PROGRESS

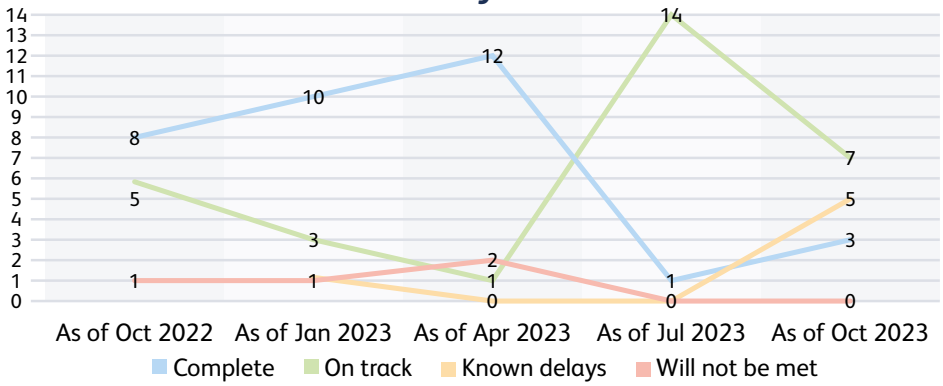
To provide evidence of delivery of the outcomes and commitments within this theme, there are 16 headline performance measures in the Council Plan and 15 priority actions/milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

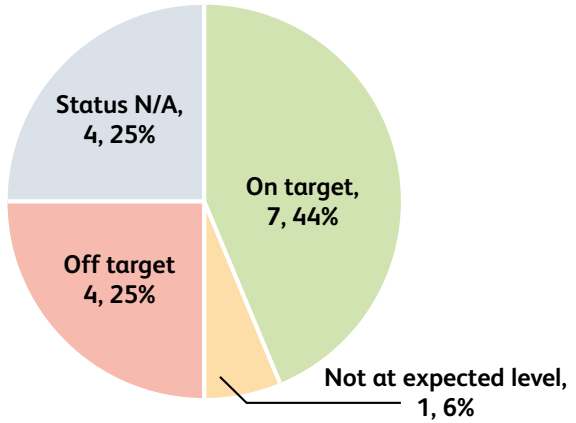


Year Ahead Delivery Plan Action Trend

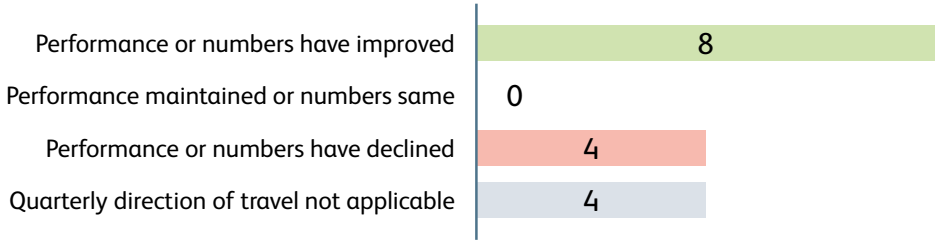


PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



6.1 THEME 1 – EVERY NEIGHBOURHOOD THRIVING

NARRATIVE – THE BIGGER PICTURE

The "Every Neighbourhood Thriving" theme is focused on working with local people to achieve a good quality of life. This includes working with communities to find solutions to local issues and building on the heritage and assets available. The theme also aims to create vibrant communities in which people feel happy, safe, and proud. This will be achieved by making it easier for people to get involved in the local community, working closely with partners and local voluntary and community groups, enhancing town and village centres, green spaces, and libraries, and tackling community issues.

Central to this theme is the Thriving Neighbourhoods Strategy and elected members were given the opportunity to refresh their ward priorities and plans in May/June 2023. Members were provided with new ward data, advice from Council services and partners and local community intelligence, including the results from the Thriving Neighbourhoods consultation exercise that took place between March and May 2023. The 25 refreshed ward plans were published on the Council's website in June 2023. Progress on the priorities is reported to Council. A strength-based e-learning module for Council staff was also launched in November 2023 to help further strengthen the neighbourhood working model.

The Council remains committed to improving community safety working in partnership with community protection, environmental health, housing, and South Yorkshire Police and is taking robust enforcement action across enforcement and regulatory functions. 386 community protection notices (new and warnings) were issued in relation to anti-social behaviour, waste and noise in Quarter 1 and 2 combined, 93 of which led to Community Protection Notices (CPNs) being issued. As at the end of Quarter 2, 435 hate crime incidents had been reported and there were 7.7% (year to date figure) positive hate crime investigations, against a year-end target of 20%.

On-going discussions are taking place with the service and SYP around this measure and more detailed performance narrative is monitored via the Safer Rotherham Partnership. In addition, work has been taking place to refresh the Taxi Licensing Policy. The consultation concluded at the end of October 2023 and the draft Policy will be considered by Cabinet in December 2023.

Various programmes are underway to improve road safety and Phase 1 of the Local Neighbourhood Road Safety Programme is progressing, with 11 out of the 13 schemes having been designed and 10 being at informal consultation stage. Six are also at formal consultation stage and Traffic Regulation Orders and Instruction to Construct have been achieved on a number of these. Furthermore, an internal procedure for localised use of traffic powers to manage pavement parking has been drafted and will be reported to Cabinet, alongside a 20mph speed limits procedure in Quarter 4.

Furthermore, the Council is committed to improving roads through the completion of the £24m 2024 roads programme. To the end September 2023, 78 of the 164 unclassified roads, included in the Indicative Highway Repair Programme for 2023/24, were repaired. The total number of unclassified roads repaired since 1 April 2020 to end September 2023 is 648, equating to 88 miles of road and an area of almost 835,700 square metres.

The annual Resident Satisfaction Survey was conducted in June 2023. The survey asked about satisfaction with the Council, perceptions of value for money, responsiveness, trust and confidence in the Council, and satisfaction with aspects of life in Rotherham. Satisfaction levels in relation to the borough and local area as a place to live both improved (65% of respondents said that, overall, they were satisfied with the borough as a place to live and 82% of respondents were 'very' or 'fairly' satisfied with their local area as a place to live, higher than the national average (73%). Results from this year's

survey also shows a positive improvement in public perceptions of safety (92% feel safe when outside in their local area during the day and 62% feel safe when outside in their local area after dark).

Also in this theme, there is a focus on ensuring that people have access to libraries, cultural activities, parks, and green spaces. Following previous delays, Thurcroft Library opened to the public in November 2023, improving accessibility and providing more opportunities for people to benefit from the library and its services, whilst also providing a new flexible space for activities and events. Further details are available in the case study below. Various cultural events have been taking place across the borough, including Rotherham Show which took place on 2 and 3 September 2023 attracting an estimated audience of 88,918 and an increased in attendance from Global Majority communities (7% to 21%). Further details are available in the case study below. Furthermore, WOW Rotherham also returned in June 2023 with an estimated 3,000 attendees, providing a vibrant, colourful, bold, fun, and fearless festival celebration of women, girls and non-binary communities, connecting Rotherham to other women and girls across the globe.

Finally, the Council's Towns and Villages Fund programme has now delivered 10 projects within Round 1 as part of the £4 million programme. The Council is committed to delivering 22 projects to restore pride in the borough's towns and villages by March 2024. A further three schemes are on site, and four projects are ready to commence. Detailed design work is progressing for four schemes, and it is expected that all designs will be issued to delivery teams by December 2023. This accounts for all schemes within Round 1 of the programme, with the exception of the scheme in Brinsworth, which may be delayed due to complexities around third-party land ownership.

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6.1 THEME 1 – EVERY NEIGHBOURHOOD THRIVING

YEAR AHEAD DELIVERY PLAN TRACKER

Every Neighbourhood Thriving					
Ref	**Outcome**	**Activity**	**Timescales for delivery**	**Status**	**Rationale for status**
1.1	**Work with communities on the things that matter to them**	Produce ward plans with ward priorities informed by local communities.	Quarter 1	Complete	The refreshed ward plans were published on the Council's website in June 2023. Elected Members' reports to Council include numerous stories and case studies illustrating the impact of neighbourhood working and progress on ward priorities.

1.2		Progress Phase 1 of the Local Neighbourhood Road Safety programme to design and implement new neighbourhood road safety measures in 13 Wards: • Anston & Woodsetts • Swinton Rockingham • Bramley & Ravenfield • Hellaby & Maltby West • Hoober • Maltby East • Thurcroft & Wickersley South • Rotherham West • Wales • Rawmarsh East • Boston Castle • Greasbrough • Kilnhurst & Swinton East. (Also links to people are safe, healthy and live well theme).	Quarter 4	Known delays	11 out of the 13 schemes, in Round 1 have been designed, 10 being at informal consultation stage. A further six are at formal consultation stage and Traffic Regulation Orders and Instruction to Construct have been achieved on a number of these. Implementation of some schemes will go beyond 2023/24.

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1.3		Agree a policy on the localised use of traffic powers to manage pavement parking and to progress an initial scheme under this policy.	Quarter 4	On track	Currently awaiting further guidance from the Department for Transport with regards to pavement parking guidance. Until the national position is known, an internal procedure for localised use of traffic powers to manage pavement parking has been drafted and will be reported to Cabinet in Quarter 4, alongside a 20 mph speed limits procedure (see 1.11).
1.4		Implement a new model of equalities engagement, including a new dedicated post and three key consultation projects to build stronger networks and connections with our communities.	Quarter 4	On track	Post currently being recruited to which will sit in the Organisational Development and Change Service. A workplan to focus activity is in development in advance of the individual starting in post, to ensure that we gain momentum in advancing the consultation projects.
1.5	**Residents, organisations and businesses use their skills and resources to help others**	Deliver a learning and development programme that will help embed a strength based-working approach across the Council's workforce: • Level 1 general awareness e-learning module to commence.	Quarter 2	Complete	The strength based-working approach, action was slightly delayed enabling the feedback from testing with staff to be taken into consideration. The e-learning is now complete and was launched November 2023. In the module, there are real examples about the differences that strengths-based approaches have had in Rotherham.

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1.6		Provide support to voluntary and community groups through a new infrastructure contract, developed through a co-design exercise.	Quarter 4	On track	Following the completion of an open process in accordance with the Rotherham Compact, a lead partner has been appointed and undertaken a stakeholder engagement exercise to inform the co-design of the new infrastructure contract. In November, Cabinet agreed to progress arrangements for infrastructure provision, through a three-year Service Level Agreement from 2024/27, which was based on a co-design exercise.
1.7	**Neighbourhoods are welcoming and safe**	Complete delivery of the £24m to 2024 roads programme.	Quarter 4	On track	As of the end of September 2023, the Council has completed the repair of 78 unclassified roads. There are 164 unclassified roads included in The Indicative Highway Repair Programme for 2023/24. A seminar was delivered for Councillors on the 9 October 2023 to provide an update on the progress of the programme.
1.8		Deliver a communications campaign to promote access to enforcement services, such as the out of hours team, and establish a robust performance management framework for the services.	Quarter 4	On track	The service continues to promote enforcement outcomes via social media and press releases and a specific campaign will be developed to run through from January to March 2024. A robust performance report is in place and is reviewed monthly by the relevant management team. Targets have been allocated to individual staff members to achieve the overall performance goals and this is regularly monitored and reviewed.

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1.9		Complete delivery of the second phase of CCTV investment, including additional safer streets funding. *(Also links to people are safe, healthy and live well theme and CCTV commitment).*	Quarter 3	Known delays	The service has engaged suppliers in relation to software capabilities to link systems which will be progressed through the appropriate procurement route. The service will be seeking to procure a partnership with a supplier who will deliver both maintenance and any new purchases for the CCTV system. This work is slightly delayed due to urgent works required to support the ongoing operation of the current CCTV assets and will now be concluded during Quarter 4.
1.10		Deliver a full review of Taxi Licensing Policy, ensuring policy changes are swiftly adopted.	Quarter 4	On track	The consultation regarding the draft Taxi Licensing Policy is now concluded and the results are being analysed. A report and proposed policy will be considered by Cabinet in December 2023 and subject to approval, this action will be complete.
1.11		Adopt a coherent approach to local 20 mph speed limits, ensuring that children and older people alike feel safe on small residential roads.	Quarter 3	Known delays	Draft procedure to be reviewed in light of the Department for Transport policy announcement in respect of 20 mph speed limits. Consultation is now live and the policy, which will include a coherent approach to 20 mph speed limits, will be presented to Cabinet in Quarter 4 (linked to action 1.3).

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1.12	**Local people have access to libraries, cultural activities, parks and green spaces**	Complete the new library at Thurcroft.	Quarter 3	Complete	The library build completed in November 2023 following an extensive refresh of facilities. Further details are available in the case study below.
1.13		Deliver cultural events in varied locations and venues throughout the Borough, building on events such as: • Rotherham Show • Yorkshire Day • Town Centre Events e.g., UPLIFT	Quarter 4	On track	Events since April 2023 have included: • Rotherham Show took place on 2 and 3 September 2023 attracting an estimated audience of 88,918. Increased in attendance from Global Majority communities (7% to 21%) • Rotherham 10k race on 15 May 2023. Over 500 runners on the route and a further 500 young people running the mile lap around Clifton Park • Remembrance Day in November at Clifton Park which was attended by an estimated 800 people. The Town Centre events programme for this year has also delivered the following events since April 2023: • UPLIFT Skate and Arts Festival in April with an estimated 4,750 attendance • WoW Rotherham in June with an estimated attendance of 3,000 • Civic Events including Mayor's Parade, Armed Forces Day and Armistice Day with a combined audience of 850 • Yorkshire Day celebrations in August and a month of weekend activity attracting an audience of 4,831

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					• Christmas Lights' Switch On which took place on 18 November and an extended Winter Programme of Town Centre events, attracting an estimated 8,760. Clifton Park Bonfire on 4 November 2023 was cancelled due to significant rain fall. The next planned events are Holocaust Memorial Day, taking place on Friday 27 January and Signals Music Festival which will take place during February half-term in locations across the borough. All events consider equalities including translation services and BSL for entertainment activities. Other examples include ensuring that artists and performers appropriately reflect the demographics for each event and provision at all events for disabled visitors, for example, at Rotherham Show this year, there was a sensory area to provide a calming space for neurodiverse and disabled adults and children, delivered in partnership with Sense and mobility access was improved, with an increased number and range of mobility scooters available.
1.14		Undertake the restoration of Waterloo Kiln.	Quarter 4	Known delays	The procurement process is nearing completion. Works are delayed slightly to allow for better weather conditions and works are scheduled to start on site April 2024.

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1.15	**Local towns and villages are improved**	Complete delivery of the Round 1 Towns and Villages Fund Programme.	Quarter 4	Known delays	Delivered 10 projects within Round 1 as part of the £4 million programme. 22 projects to restore pride in the borough's towns and villages to be delivered by March 2024. A further three schemes are on site, and four projects are ready to commence. Detailed design work are progressing for four schemes, and it is expected that all designs will be issued to delivery teams by December 2023. This accounts for all schemes within Round 1 of the programme, with the exception of the scheme in Brinsworth, which maybe delayed up to three months, due to complexities around third-party land ownership. Detailed consultation has taken place on each scheme and where specific projects have equalities implications, these have been raised and addressed through the design team. These have mainly focused on accessibility, where existing layouts have been improved to meet current best practice, for example, a recent scheme completed at Aughton and Swallownest incorporated a new level access entrance into the site, new steps with handrail, as well as a compliant ramped access to one side of the scheme.

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Every Neighbourhood Thriving

Outcomes

- Work with communities on the things that matter to them
- Residents, organisations and businesses use their skills and resources to help others
- Neighbourhoods are welcoming and safe
- Local people have access to libraries, cultural activities, parks and green spaces
- Improved local towns and villages are improved

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 QTR 1 (Apr-Jun)	2023/24 QTR 2 (Jul-Sep)	2023/24 Yr to Date	2023/24 TARGET	Direction of travel	Progress against target	Notes
NE01a	Satisfaction with the borough and local area: a) Proportion of public satisfied with Rotherham Borough as a place to live	ACEX - Comms. & Marketing	Emma Hollingworth	High	A	62.0%	57.0%	Not Available	65%	65%	>62%	↑	✔	65% of respondents said that, overall, they were satisfied. This was above the average across all of the previous surveys (61.5%), although there has been considerable fluctuation between waves. Residents are significantly more satisfied with their own local area (average 80%) than the borough as a whole (average 61.5%). Respondents aged 18-24 were most likely to feel satisfied with Rotherham as a place to live, with 73% satisfied. Respondents aged 45-54 had the lowest level of satisfaction with Rotherham as a place to live, with only 59% satisfied. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 45-54.
NE01b	Satisfaction with the borough and local area: b) Proportion of the public satisfied with their local area as a place to live	ACEX - Comms. & Marketing	Emma Hollingworth	High	A	80.0%	76.0%	Not Available	82%	82%	Equal to or >80%	↑	✔	82% of respondents were 'very' or 'fairly' satisfied in 2023 with their local area as a place to live, higher than the national average (73%). Adults aged 45-54 were the least likely to report being 'satisfied' (74%). People aged 18-24 years and aged 65+ are the most likely to be satisfied with their local area (91% and 84% respectively).
NE02a	Volunteering: a) Number of staff involved in the council employee volunteer scheme to support local communities	ACEX - HR	Tony Bryant (Interim)	High	Q	Not Available	Not Available	Not Available	Not Available	Not Available	No target	♦	△	Data currently not available.
NE02b	Volunteering: b) Number of new volunteering opportunities for local people via the voluntary and community sector	ACEX - Policy, Perf & Intell.	Fiona Boden	High	Q	101	74	21	11	32	80	↓	●	11 new volunteering opportunities were created by VAR in Q2 2023-24. This is a decrease on Q1 and lower than Q2 2022-23, however VAR have already had 4 new volunteering opportunities in the first 12 days of Q3 so it is expected to be a higher figure next quarter.
NE03a	Anti-social behaviour a) Number of all community protection notices (new and warnings) issued (anti-social behaviour, waste and noise). Community Protected notices also measured separately, see NE03b below.	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q		1504	187	199	386	1000	↑	✖	Measure definition and target changed for 2023-24 to include all community protected warnings, as well as notices. This measure is new and is only being formally reported on from Q1 23/24. Although DOT for Q2 is upwards, the progress against target is still red due to just falling short of the 250 expected (per quarter) to acheive the 1,000 target. Performance is also lower in comparison to the first half of last year.
NE03b	Anti-social behaviour Number of community protection notices issued (anti-social behaviour, waste and noise)	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	205	413	45	48	93	200	↑	✖	Target amended for 2023-24. This measures Community Protection Notices (waste, noise and ASB) ASB & Policing Act 2014 issued by the Community Protection Unit, (CPU). DoT is upwards as Q2 has seen a slight increase from 45 CPN's issued in Q1 however progress against target remains red due to being slightly under target. It is slightly higher than the number of CPN's issued at Q2 last year.
NE03c	Anti-Social behaviour b) Public perception of anti-social behaviour (via the 'Your Voice Counts' quality survey)	RE - Comm. Safety & Street Scene	Sam Barstow	Low	Q	42.0%	44.0%	41.0%	49.0%	45.0%	<43%	↓	✖	Your Voice Counts Survey is conducted quarterly by South Yorkshire Police. Quarterly average for South Yorkshire Neighbouring authorities are, Barnsley 48%, Doncaster 54%, Sheffield 40%. For Q2, 176 people were surveyed and 87 of those people thought ASB was a big or fairly big problem in their area. Although the percentage has increased by 8% from Q1, SYP report that there is no statistically siginicant change based on the number of surveys returned in Q2.
NE04a	Hate crime: a) Number of hate crime incidents	RE - Comm. Safety & Street Scene	Sam Barstow	Neither High/Low	Q	837	862	233	202	435	No target	♦	ⓘ	Q2 breakdown is 173 Crimes and 29 Non-crimes. Q2 22/23 saw similarly high numbers with 189 Crimes and 25 Non-crimes (Total 214).
NE04b	Proportion of positive outcomes to hate crime investigations	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	12.8%	8.1%	7.4%	8.0%	7.7%	20%	↓	✖	Discussions on-going with SYP over target for this measure.
NE05a	Proportion of the local "principal" road network classed as 'green status' (do not require repair)	RE - Comm. Safety & Street Scene	Sam Barstow	High	A	80.4%	79.4%	Not Available	Not Available	Not available	72%	♦	△	Measure definition changed from 'classified road network' to 'principal' and target amended for 2023-24. The measure is annual and reported at Q3.
NE05b	Proportion of the local "non-principal" road network classed as 'green status' (do not require repair)	RE - Comm. Safety & Street Scene	Sam Barstow	High	A	75.3%	77.0%	Not Available	Not Available	Not available	66%	♦	△	Target amended for 2023-24. The measure is annual and reported at Q3.
NE05c	Proportion of the local "unclassified" road network classed as 'green status' (do not require repair)	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	61.6%	64.2%	65.1%	65.2%	65.1%	60%	↑	✔	Target amended for 2023-24. The Q2 position on this measure is 65.16%. The Council Plan target is 60% so this measure is currently exceeding this target.

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Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24				Direction of travel	Progress against target	Notes
								QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	Yr to Date	TARGET			
NE06a	Perceptions of feeling safe: a) Proportion of public that feel safe when outside in their local area during the day	RE - Comm. Safety & Street Scene	Sam Barstow	High	A	90.0%	87.0%	Not Available	92%	92%	>90%	↑	✔	Results from this year's survey (Wave 13) shows a positive improvement in public's perception of safety and exceeds not only the CP target but 2% above the national average.
NE06b	Perceptions of feeling safe: b) Proportion of public that feel safe when outside in their local area after dark	RE - Comm. Safety & Street Scene	Sam Barstow	High	A	56.0%	56.0%	Not Available	62%	62%	>56%	↑	✔	Results from this year's survey (Wave 13) shows a positive improvement in public's perception of safety and exceeds the CP target.
NE07a	Number of visits to culture, sport and tourism facilities (all population - cumulative)	RE - Culture, Sport & Tourism	Polly Hamilton	High	Q	3,023,352	4,005,789	980,761	1,233,832	2,267,202	3,500,000	↓	✔	The cumulative total of visitors to CST facilities in Q2 was 1,233,832, 3,261 less than in Q2 22-23. This is reflected in the DoT. A national trend in reduced numbers to paid for Sports and Leisure sessions, due to the current economic position is impacting on visitor numbers, however the target is on track to be achieved.
NE07b	Customer satisfaction with culture, sport and tourism services	RE - Culture, Sport & Tourism	Polly Hamilton	High	Q	91.6%	92.2%	91.6%	98.0%	95.0%	>90% across all services	↑	✔	This measure is on target with an average of 98% positive satisfaction with CST Services that conducted Customer Satisfaction exercises this quarter. The Library service introduced an online customer survey from the beginning of May, therefore the satisfaction recorded is a combination of paper surveys and online responses. Individual Service scores for Customer Satisfaction this quarter are: Libraries= 99.73% Heritage= 97% Rotherham Show= 97%

CASE STUDY

Rotherham Show – an engaging and creative programme



The annual Rotherham Show took place on 2 and 3 September, with family activities spread across the entire Clifton Park. The good Summer weather and exciting and diverse programme helped numbers hit another record high, with approximately 88,000 people attending the show.

The event included familiar favourites such as the Made in Rotherham horticultural Show, the Chuckle Tent programmed by Rotherham Civic Theatre, the big top circus, a children and families offer curated by the Children's Capital of Culture team and young producers spotlighting young talent and the popular vintage vehicle rally. This year's show included new commissions such as:

- Let's Twist – a play sculpture based on the children's snake toys that enabled children and families to play together to create their own sculptures and shapes an interactive sculpture.
- A new Festival Village curated by Flux to highlight community festivals that take place throughout the year with Morris Dancers from Wath, Tamil Dancers from Ferham and poets from Maltby.
- The Festival Village was decorated with five newly commissioned flags by visual artist Ellie Way, which is the start of a wider engagement project to create a flag for every ward in the borough ensuring that the event feels like a true Rotherham showcase with each town and village visually represented.
- ROAR had a pop-up 'thirdspace artists encampment' with local artists painting live and the public having the opportunity to get creative themselves.

Across the site there were roaming street entertainers, musicians and theatre which included: Rajasthani Brass Band; Syrian Dabke; Sheffield Chinese Lion Dance; Ref-Off; The Heron and Shani Kashmir Dhol. This year we also significantly increased the food & drink offer and offered more trade stalls and community stalls. In total there were 25 Caterers, 58 Trade stalls, 10 Produce & Makers stalls & 14 Community Stalls.

Rotherham Show continues to be a hugely popular event, receiving a 97% satisfaction rating from survey responders. A commissioned survey from QA also showed that Families continue to be our biggest audience, and visitors were made up of 69% Rotherham residents and 31% Outside visitors. The

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6.1 THEME 1 – EVERY NEIGHBOURHOOD THRIVING



ethnic group split of visitors this year was 79% White British, 8% Asian or Asian British, 7% Black British and 3% Mixed heritage, which is a large shift from last year's audience being 91% White British. Performers and stall holders overwhelmingly enjoyed their weekend, with the community feel, strong family focus and relaxed vibe being recurring themes that make the Show a positive and enjoyable place to be.

Common words used to sum up their experience of the Rotherham Show were:

"friendly, exciting, high quality, professional, diverse, creative, community based, surprising, variety and enjoyable."

"I haven't been for a few years and honestly it was outstanding today… kids loved every minute, did not want to go home! Thank you Rotherham Council. See you again next year."

"Fantastic event as always!! We are so blessed to have such an amazing event accessible to everyone, totally free of charge. Thank you to everyone who works so hard throughout the year, every year, to make it happen."

"The best show I have ever attended in our area. Congratulations to the organisers, stall holders, performers and the participants."



CASE STUDY

Rosegarth shopping parade at Aston benefitted from improvements following funding from the Council's Towns and Villages Fund

The space in front of the well-used shopping area in Aston was in need of some TLC. In addition, there was no designated crossing point for pedestrians between the shops and the Parish Hall.

Following the works which completed in July 2023, the area now boasts improved accessibility to the shops, through new steps and ramp access.

New paving and footway improvements make it easier for residents and businesses to access the shops, which line the parade.

Donna Duke, owner of Headquarters hairdressers commented:

"The area looks fantastic, everything we have asked for has been done and we couldn't be happier. Before the work, the area outside the shop was unsightly, but now I feel really proud when I walk up to work".

"Access to the shop wasn't ideal, so sorting these issues with a ramp and new handrails have been a godsend and have made a real difference, especially to our elderly customers."


Before


After

6.1 THEME 1 – EVERY NEIGHBOURHOOD THRIVING

New car parking bays have been created outside the shops with improved lighting to improve safety.

Landscaping work has taken place at Rosegarth Avenue. New planters improve the appearance of the area. A new crossing point has also been installed to the adjacent Parish Hall, which has also benefitted from improvements to the external area.

The Towns and Villages Fund is a multi-million pound commitment from the Council to deliver improvements to town and village centres across the borough.

Councillor Sarah Allen, Deputy Leader and Cabinet Member for Neighbourhood Working, said:

"The Towns and Villages Fund investment is part of our plan to invest in Rotherham's future. We are improving the look and feel of our neighbourhoods across every ward in Rotherham. Projects are being delivered at pace for the benefit of local residents".

Consultation was carried out before work began. This was led by ward councillors who spoke to local residents and business owners to establish what improvements they would like to see in the area.

You can find out more about the Towns and Villages Fund at **www.rotherham.gov.uk/villages**

CASE STUDY

Thurcroft's library and neighbourhood hub has reopened in style following an extensive refresh of facilities

The brand-new library hosted a variety of exciting events for young and older readers with a ribbon cutting ceremony which took place on Tuesday 28 November 2023.

Members of the public, the parish council and ward councillors attended the ceremony to celebrate this impressive milestone which has been funded through the Council's Library Capital Improvement Programme. The Parish Council also contributed funding to the new library.



Thurcroft is the latest library to receive investment as part of the Council's commitment to improve every library across the borough.

The library was formerly located on the grounds of Thurcroft Junior Academy but has now been moved to a fantastic new building adjoining the Gordon Bennett Memorial Hall, just a short distance from its original location, that will help to increase access and footfall.

With the new build, it will improve accessibility and provide more opportunities for people to benefit from the library and its services whilst also providing a new flexible space for activities and events.

The Council's Cabinet Member for Social Inclusion, Cllr David Sheppard, said: *"Libraries are vital for our communities and offer so much more than lending books. They offer a place to meet, a place to get involved with new activities and a place to access services, so they need to change and adapt to meet the needs of the residents. Being here today as we open this new library showcases just how important it is for us to invest in our public services and spaces, as well as the Council's commitment to investing in our neighbourhoods."*

Thurcroft Parish Council Clerk Tom Collingham said: "We're thrilled to see this library open for the community right in the heart of Thurcroft. We're looking forwards to welcoming residents here from now into the future. It's great to be part of something wonderful, where children can learn and be inspired."

Inside, the space has been freshly decorated with the furniture being supplied by library furniture specialist, Opening the Book.

6.1 THEME 1 – EVERY NEIGHBOURHOOD THRIVING



The Council is investing in the centre of Thurcroft as part of the Towns and Villages Fund which, alongside the new library, is making a visible improvement in the community.

The Towns and Villages Fund is a multi-million pound commitment from the Council to deliver improvements to town and village centres across the borough.

Further news about Thurcroft is available in the Thurcroft and Wickersley South Ward Neighbourhoods bulletin and you can sign up **here**.

6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

Everyone deserves to feel happy, healthy, and secure. We want to empower everyone to lead fulfilling lives, whilst also keeping them safe from harm.

Outcomes – our ambition	How we will get there
• People have good mental health and physical wellbeing • People feel empowered, safe, and live independently for as long as possible • People can access affordable, decent housing • Inequalities are addressed and nobody is left behind.	• Focus on minimising/tackling the leading risk factors for death and disability in Rotherham, such as tobacco, unhealthy weight, and alcohol • Promote the best possible mental health for all, building on existing campaigns such as the Five Ways to Wellbeing, the Great Big Rotherham To-do list and Be the One • Work with people to build on their strengths and resilience, reducing reliance on social care interventions • Deliver the 'My Front Door' programme, providing adults with learning disabilities and autism with increased choice and opportunities for greater independence • Tackle poverty and financial crisis, including development of a 'social supermarket' which will help people to move on from food banks, a new Rothercard that will provide discounts on Council services for those who most need them, and our Community Energy Scheme, which will enable households to reduce their energy bills • Work with partners to deliver our domestic abuse strategy, taking a coordinated approach to reduce the prevalence of domestic violence • Invest in affordable housing and support those at risk of or experiencing homelessness • CCTV improvements will be realised through the Capital investment currently agreed (£420,000) alongside improving corporate management of CCTV purchases and assets • Continuing to focus on promoting access to services, including out of hours alongside a robust performance management framework within enforcement services • Transformation within Domestic Abuse Services is being delivered through strong partnership working, increased investment and the re-design of both internal and commissioned services.

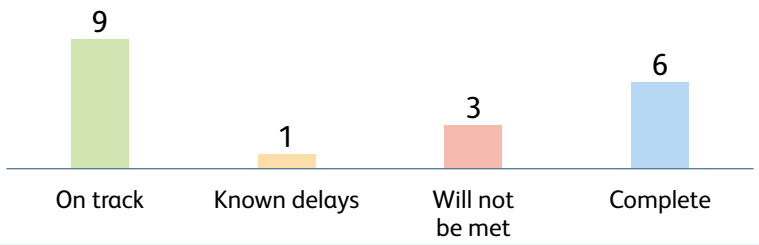
6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

HEADLINES – EVIDENCING OUR PROGRESS

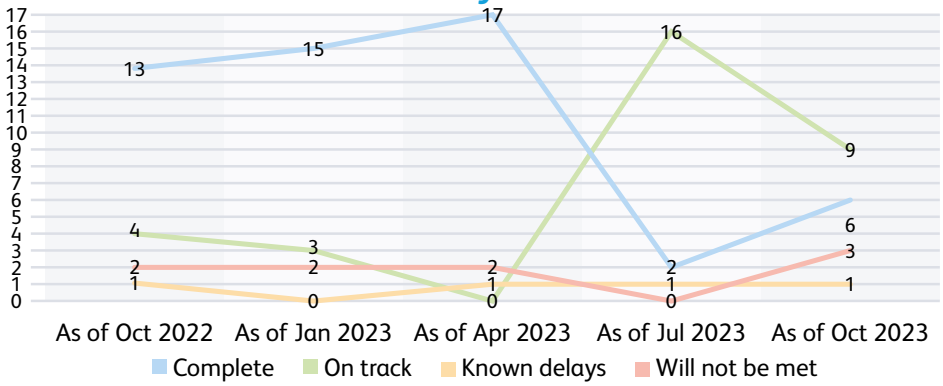
To provide evidence of delivery of the outcomes and commitments within this theme, there are 12 headline performance measures and 19 priority actions/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

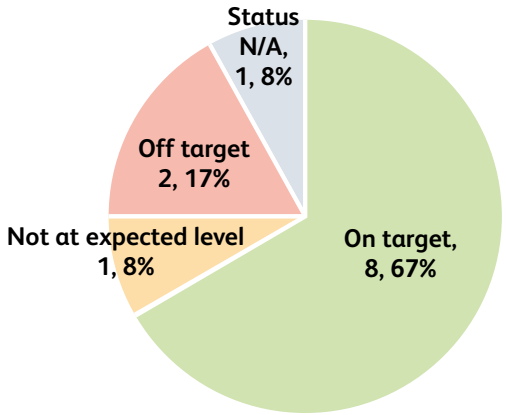


Year Ahead Delivery Plan Action Trend

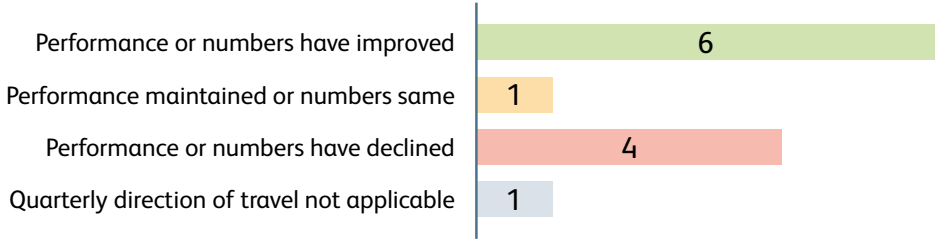


PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

NARRATIVE – THE BIGGER PICTURE

The people are safe, healthy and live well theme focuses on empowering people to lead fulfilling lives, whilst also keeping them safe from harm, with the aim for everyone to feel happy, healthy, and secure. Our ambition is for people to have good mental health and physical wellbeing, to be able to access affordable, decent housing, with nobody left behind. Key areas of progress to deliver on these ambitions are outlined below.

The Council is delivering a range of programmes to ensure people have good mental health and physical wellbeing. The 'Say Yes' campaign was campaign was agreed in June 2023 launched on social media and on RotherHive, and has also been used in face-to-face engagement events. The campaign and social movement will be rolled out over the next year, which will include activity to engage local people on health risk factors and service offers (such as screening).

The Council is leading the Rotherham Combatting Drugs Partnership in the expansion of drug treatment and recovery services to increase the number of people successfully supported to 1,555. The new contract with the new drug and alcohol provider, We are With You (WAWY), commenced on 1 April 2023 and aims to increase outreach, removing barriers to accessing the service. The new Rotherham Drug and Alcohol Service (ROADs), provided by We Are With You, has now been in place six months. While initially having several vacant posts a series of successful recruitments means that ROADs have now recruited to all SSMTG funded roles with only a few vacant posts overall, meaning more capacity and resources to increase numbers in treatment. Quarter 1 data (latest reported) for numbers of adults in drug treatment is showing as 1,451, meaning an achievable 104 additional adults in treatment required to reach the target over the remaining three quarters.

Work is ongoing with partners to design a new delivery model for mental health services to better meet the needs of those in crisis. A new model of delivery has now been developed for Cabinet consideration. The model further builds on an established collaborative approach by rebalancing a combined offer between health and social care to provide a pathway that focusses on prevention and recovery and strengthening the social care response to crisis. Residents, people with care and support needs, family, carers, and professionals had the opportunity to contribute in a public consultation between 7 August and 1 October 2023. The new model will be presented to Cabinet for consideration in December 2023. A Flexible Purchasing System (FPS) specifically for Mental Health has been developed. The system provides a framework to procure a range of services from specialist providers, for people living will mental ill-health to be supported to live in their community.

Work continues to ensure people feel empowered, safe, and live independently for as long as possible. Work is ongoing to co-produce with people with a learning disability, and their carers, the priorities for learning disability services transformation over the next three years. Engagement commenced in July 2023 and closed in October 2023. The cabinet paper and strategy will be drafted based on an analysis of the engagement feedback. Several people and groups have expressed an interest in supporting the co-production of the Learning Disability Strategy through a partnership event on 1 November 2023. The partnership event was led by people with lived experience. Plans are on track to commence the building groundwork for Castle View which will provide new day opportunities for people with high support needs. Design plans have been agreed in readiness for submission of the

planning application. The programme plan is currently in the process of being refreshed and will provide conformation with the planning timeframe. In November 2023, Cabinet gave approval to proceed.

Implementation of new assistive technology to expand the community alarm offer (currently Rothercare), to enable people to live independently at home is underway. A 90-day consultation exercise closed in November and will support to inform future direction of the service. The service review and a new operating model will be presented to Cabinet for consideration in December 2023. A new Adult Social Care Strategy is in development, which enables residents to understand how services will work with them to build on their strengths, resilience and maximise their independence. Consultation on the strategy ran from 05 July 2023 to 03 October 2023. The consultation included an online questionnaire, a range of drop-in events across the borough and targeted communications and offers to attend local groups. The findings from the consultation have resulted in a draft strategy being developed. The strategy will be presented to Cabinet in January 2024 for consideration. a detailed action plan to facilitate delivery of the ambitions within the Borough that Cares Strategy is in development through co-production with carers and other stakeholders. Work has now begun to gather the views of unpaid carers on how to meet the ambitions identified in the Strategy. Outcomes from this piece of work will result in a co-production programme to develop any services identified.

A range of programmes are underway to ensure people can access affordable, decent housing. While one of those actions is complete, a further three are now off track. Work to enable others to create more new homes through release of Council land and partnership working is complete. Remaining homes across the Chesterhill/Whinney Hill development sites have been completed in October 2023, bringing the total of enabled homes in the programme to 237. The scheme is delivering c. 66% affordable homes, which far exceeds the planning policy position of 25%. Work is ongoing to deliver on the Council's commitment to build 1,000 new homes through the Housing Growth Programme, however these schemes are off track, and have taken longer than expected to bring forward. All schemes are subject to formal planning submissions, which are scheduled or expected to take place December 2023. The schemes include: new homes across sites in Eastwood, Harthill and Maltby. Demolition is due to take place on Maltby sites by December 2023, with groundworks now forecast to start summer 2024, rather than by March 2024 and 83 homes are now forecast across these schemes, instead of 99. New homes in Canklow as part of a joint development with a new day opportunities centre, "Castle View" are also delayed. The site is now expected to deliver 13 homes, alongside two specialised Adult Care residential units. Groundworks are forecast to start summer 2024, rather than December 2023. The East Herringthorpe scheme is now in build and remains on track to be completed by March 2024. The Thrybergh scheme has been put on hold for the time being. To deliver the programme, officers are actively working with Colleagues in Adult and Social Care and Childrens services to identify acute housing needs, so the future delivery of new homes can assist in the wider strategic needs of the council and those with specialist housing need. Council Services are also providing additional support to individuals who are facing homelessness, which aligns with the commitments and priorities within the approved Housing Strategy.

As part of efforts to address inequalities and ensure nobody is left behind, the restructure of the homelessness service to focus more resources on prevention and early intervention activity is complete. Seven job roles have been realigned to focus on homelessness intervention and prevention activity. The Intervention team will be the first point of contact for all new homelessness presentations, and the aim to prevent their homelessness situation.

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6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

A range of accessible free information, advice and guidance resources and improve communications/engagement with private landlords, to support those at risk of homelessness at the earliest opportunity are being developed. A Homelessness Prevention leaflet has been developed and is in circulation. Work is being undertaken to engage with private landlords to increase access to available private rented homes.

Work to develop and agree a new model for crisis food provision for the borough is on track. A co-design exercise has been undertaken with local organisations and partner providers to develop a new model of crisis food support. This was agreed at Cabinet in November and work is now progressing to implement the model, including the appointment of an organisation(s) to progress this. Children in receipt of free school meals have been issued with vouchers during all school holidays this year and this will continue until Easter 2024, with a continued investment to support this extended period of break from school. Council's Local Council Tax Support Top Up scheme is being delivered, providing up to £117.60 to working households in receipt of council tax support. Initial awards made with annual Council Tax bills issued in March 2023 for the financial year 23/24. New awards and amendments to existing awards will be made throughout the year as entitlement to Council Tax Support changes as claimants circumstances change. An annual review of Rothercard has been completed. Data shared with the working group showed that there were 719 applications up to 30 June 2023, and showed good take-up across eligible groups. Further activities and communications are planned to raise awareness of the scheme.

YEAR AHEAD DELIVERY PLAN TRACKER

People are safe, healthy and live well					
Ref	**Outcome**	**Activity**	**Timescales for delivery**	**Status**	**Rationale for status**
2.1	**People have good mental health and physical wellbeing**	Launch a new public health improvement and prevention campaign to provide advice on areas such as smoking, tobacco control, food and physical activity.	Quarter 1	Complete	The 'Say Yes' campaign and expansion of RotherHive were approved by the Place Leadership Team in June 2023. The campaign was launched on social media and on RotherHive, and has also been used in face-to-face engagement events (such as at Rotherham Show and at the Tenant Engagement Event in October 2023).
2.2		Lead the Rotherham Combatting Drugs Partnership in the expansion of drug treatment and recovery services to increase the number of people successfully supported to 1,555.	Quarter 4	On track	The new contract with the new drug and alcohol provider, We are With You (WAWY), commenced on 1 April 2023, which aims to increase outreach removing barriers to accessing the service. Quarter 1 data for numbers of adults in drug treatment is showing as 1,451. Planned grant activity is now being delivered which aims to increase referrals into ROADs thereby increasing numbers in treatment.

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2.3		Work with partners to design a new delivery model for mental health services to better meet the needs of those in crisis.	Quarter 4	On track	A new model of delivery has now been developed for Cabinet consideration. The model further builds on an established collaborative approach by rebalancing a combined offer between health and social care to provide a pathway that focusses on prevention and recovery and strengthening the social care response to crisis. Feedback from the formal consultation has shaped the model. The new model has been presented to relevant Council, RDaSH and ICB governance forums during October and November before being presented to Cabinet for consideration on 18 December 2023.
2.4		Develop a Flexible Purchasing System (FPS) specifically for Mental Health to procure a range of services for people living will mental ill-health to be supported to live in their community.	Quarter 2	Complete	A Mental Health Recovery – Flexible Purchasing System has been established. The system provides a framework to procure a range of services from specialist providers, specifying a community service with the principle of mental health recovery at its core.
2.5	**People feel empowered, safe and live independently for as long as possible.**	Co-produce with people with a learning disability, and their carers, the priorities for learning disability services transformation over the next three years.	Quarter 3	Known delays	Engagement was undertaken between July 2023 and October 2023. The outputs from the engagement will inform the strategy development. The cabinet paper and strategy will be drafted based on an analysis of the engagement feedback. The report is now scheduled for cabinet in February 2024. This will allow more time for engagement particularly considering the academic school year.

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2.6		Commence the building groundwork for Castle View which will provide new day opportunities for people with high support needs.	Quarter 3	On track	Design plans have been agreed in readiness for submission of the planning application. The programme plan is currently in the process of being refreshed and will provide conformation with the planning timeframe. In November 2023, Cabinet has given approval to proceed.
2.7		Implement new assistive technology to expand the community alarm offer (currently Rothercare), to enable people to live independently at home.	Quarter 4	On track	90-day consultation exercise has taken place which will inform the future direction of the service. A service review and a new operating model will be presented to Cabinet for consideration in December 2023.
2.8		Build on service improvements by developing a new Adult Social Care Strategy which enables residents to understand how services will work with them to build on their strengths, resilience and maximise their independence.	Quarter 4	On track	Consultation on the adult social care strategy ran from 05 July 2023 to 03 October 2023. It used an online questionnaire with an easy read version, a range of drop-in events across the borough for residents to get involved and targeted communications and offers to attend local groups. The findings from the consultation have resulted in a draft strategy being developed. The strategy will be presented to Cabinet in January 2024 for consideration.
2.9		Through co-production with carers and other stakeholders, develop a detailed action plan to facilitate delivery of the ambitions within the Borough that Cares Strategy.	Quarter 3	On track	A permanent post has been in place to deliver this since July 2023. Work has now begun to gather the views of unpaid carers on how to meet the ambitions identified in the Strategy. Outcomes from this piece of work will result in a co-production programme to develop any services identified.

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2.10 (a)	**People can access affordable, decent housing**	Continue to deliver on the Council's commitment to build 1,000 new homes through the Housing Growth Programme, including; a) Commence groundwork on new homes across sites in Eastwood, Harthill and Maltby (forecasting 99 homes)	Quarter 4	Will not be met	Various schemes are in delivery to contribute to the Council's wider commitment to build 1,000 new homes. The number of homes forecast has been reduced from 99 to 83 homes (7 Harthill, 45 Maltby and 31 Eastwood). Schemes have taken longer than expected to bring forward, consequently the March 2024 target date for commencement of groundworks will not be achieved. Updated delivery programmes are currently being refined, and it is expected that groundworks will now commence by Quarter 3 2024/25.
2.10 (b)		b) Commence groundwork on new homes in Canklow as part of a joint development with a new day opportunities centre, "Castle View" (forecasting 25 homes)	Quarter 3	Will not be met	The scheme has taken longer than expected to bring forward due to significant complexities associated with the Adult Care provisions which form part of the project. Consequently, the December 2023 target date for commencement of groundworks will not be achieved. Updated delivery programmes are currently being refined, and it is expected that groundworks will now commence by Quarter 3 2024/25.
2.10 (c)		c) Complete 13 new homes across sites in East Herringthorpe & Thrybergh	Quarter 4	Will not be met	The East Herringthorpe scheme (10 homes) is now in build and remains on track to be completed by March 2024. The Thrybergh scheme (3 homes) has been put on hold for the time being and a decision is yet to be taken as to whether to proceed with the scheme. If the scheme goes ahead, it is likely that completion would be Quarter 4 24/25.

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2.11		Enable others to create more new homes through release of Council land and partnership working, including; Conclude the remaining homes in the programme of 237 enabled homes across the Chesterhill/Whinney Hill; development sites.	Quarter 2	Complete	Whilst the scheme had a slight delay, the few remaining achieved practical completion in October 2023. The scheme is delivering c. 66% affordable homes, which far exceeds the planning policy position of 25%.
2.12		Restructure the homelessness service to focus more resources on prevention and early intervention activity.	Quarter 2	Complete	The restructure is complete. Seven job roles have been realigned to focus on homelessness intervention and prevention activity. The Intervention team will be the first point of contact for all new homelessness presentations, and the aim to prevent their homelessness situation.
2.13		Develop a range of accessible free information, advice and guidance resources and improve communications/ engagement with private landlords, to support those at risk of homelessness at the earliest opportunity.	Quarter 4	On track	A Homelessness Prevention leaflet has been developed and is in circulation. A new role of Accommodation Officer has been recruited. The officer's role is to engage with private landlords to increase access to available private rented homes. The officer has attended the last Landlord Forum to provide information about his role.

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2.14		Agree a new model for crisis food provision for the borough.	Quarter 3	Complete	A co-design exercise has been undertaken with local organisations and partner providers to develop a new model of crisis food support. This was agreed at Cabinet in November and work is now progressing to implement the model, including the appointment of an organisation(s) to progress this.
2.15		Provide food vouchers to children eligible for free school meals, through the household support fund, for school holidays through to February Half Term 2024.	Quarter 4	On track	Children in receipt of free school meals have been issued with vouchers during all school holidays this year and this will continue until Easter 2024 with a continued investment to support this extended period of break from school.
2.16		Delivery of the Council's Local Council Tax Support Top Up scheme, providing up to £117.60 to working households in receipt of council tax support. (The scheme will commence from 1 April 2023, but will pick up all new applicants through to 31 March 2024).	Quarter 4	On track	Initial awards made with annual Council Tax bills issued in March 2023 for the financial year 23/24. New awards and amendments to existing awards will be made throughout the year as entitlement to Council Tax Support changes as claimants' circumstances change.

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2.17		Complete an annual review of Rothercard.	Quarter 4	Complete	The new scheme has been in place from 1 April 2023. The first annual review completed has been completed. First three months of data evidence good take-up across eligible groups. Further activities and comms planned to raise awareness of the scheme. There were 719 applications up to 30 June 2023.

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People are Safe, Healthy and Live Well

Outcomes

- People have good mental health and physical wellbeing
- People feel empowered, safe and live independently for as long as possible
- People can access affordable, decent housing
- Inequalities are addressed and nobody is left behind

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 QTR 1 (Apr-Jun)	2023/24 QTR 2 (Jul-Sep)	2023/24 Yr to Date	2023/24 TARGET	Direction of travel	Progress against target	Notes
PE01	Number of people attending the Make Every Contact Count (MECC) training relating to health and wellbeing issues	ACHPH - Public Health	Ben Anderson	High	Q	152	535	262	92	354	150	↑	✔	Q1 MECC cost of Living 149 MECC 5 MECC Mental health awareness 108 Q2 MECC Menopause 76 MECC Alcohol 16
PE02	The proportion of adults involved in a safeguarding enquiry who felt their personal outcomes were at least partially met	ACHPH - Adult Care	Kirsty Littlewood	High	Q	97.0%	97.0%	94.5%	96.3%	95.3%	97%	↑	●	Council Plan target for 2023/24 has been set to sustain performance at 97%. Performance has improved month on month in quarter 2 and average 96.3% of all adults involved in a safeguarding enquiry feeling their personal outcomes are being met. This sustained level of good performance remains high and are comparative to regional and national benchmarking average values, that are both reported as 95% performance. Work will commence within the service to look into the detail behind why people do not feel that their personal outcomes were at least partially met.
PE03	Proportion of new clients who receive short term (reablement) service in year with an outcome of no further requests made for support	ACHPH - Adult Care	Kirsty Littlewood	High	Q	93.2%	92.5%	96.3%	93.3%	94.7%	90%	↓	✔	The proportion of those people following reablement with no further requests for support continues to perform well and exceeds the council plan target by and comparative data from 2022/23 quarter 2. For context if the current projectory can be maintained or, if cases become more complex and more demand for ongoing support, any decline in the data would likely still mean the Rotherham position remains higher than the latest national average benchmarking of 77.6%. Reablement is investing in its services this year to further expand the reablement offer to meet a wider cohort of people which is intended to further support people to be reabled. However, this may impact on the percentage of people with no further requests for support.
PE04	Manage the number of new older adult admissions to long term residential care (aged 65+)	ACHPH - Adult Care	Kirsty Littlewood	Low	Q	324	341	60	87	147	300	↓	✔	* Although no Council Plan target is set, the measure is tracked against a ceiling number of admissions for the purpose of BCF (Better Care Fund) reporting. 2023/24 Better Care Fund has been set at 300 new admissions. The actual Better Care Fund target has been reduced to a population rate of 571.7, which equates to 317 admissions over the year. Quarter 2 sees the number of new, older adult admissions to long term residential care increase with a year to date figure of 147. If levels of admissions remain stable this indicator will be within the Better Care Fund target of 300. The service is ensuring there is a focus on home first and residential care is only considered where there are no other appropriate alternatives to meeting needs.
PE05	Proportion of council housing repairs completed 'Right 1st time'	ACHPH - Housing	James Clark	High	Q	90.9%	92.8%	95.0%	95.0%	95.0%	93%	→	✔	Target amended for 2023-24 to 93% Quarter 2 performance continues to remain high and perform above the 93% target for housing repairs completed "right first time".
PE06	Number of new homes delivered with Council support, including affordable homes	ACHPH - Housing	James Clark	High	Q	180	373	85	65	150	200	↓	✔	Target amended for 2023-24 200. 65 homes have been delivered with Council Support in Q2 and performance remains on trajectory to meet its 200 year-end target. To sustain delivery of new homes, the Strategic Housing and Development (SHAD) Team has devised a programme to increase delivery towards a 1,000 homes target by 2026, with the latest programme being approved by Cabinet in January 2023. Delivering 1000 homes by March 2026 will be highly challenging, but the inclusion of the Small Sites Homebuilder Initiative and Market Acquisitions workstreams will help the service to work toward this ambitious target.

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24				Direction of travel	Progress against target	Notes
								QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	Yr to Date	TARGET			
PE07	Proportion of council housing stock that meets the "Decent Homes" standard	ACHPH - Housing	James Clark	High	Q	99.90%	100.00%	99.95%	99.98%	99.98%	100.00%	↑	✔	We have continuously maintained a high percentage of properties classified as decent against the Decent Homes Standard 99.98% in Quarter 2. We continue to monitor the number of properties that are due to fail decency in future years, helping us to plan appropriately against future budgets so as to maintain a high standard of decency against our housing stock. The 3 remaining properties will receive works as part of the Internal works programme which will be undertaken throughout 2023/24. By the end of March 2024 all properties will have been made decent. Given the age of stock condition data, 50% being 10 years old or more a validation of the number of properties reported as decent is ongoing, which may result in the reported figure being restated by end of the financial year.
PE08	Proportion of households prevented or relieved from homelessness	ACHPH - Housing	James Clark	High	Q	76.0%	78.0%	80.3%	81.0%	80.7%	85%	↑	✖	The outcome of the measure is to deliver an effective and timely support service for those experiencing or at risk of homelessness. The specialist homelessness consultant has provided their draft report and actions from this will help to prevent homelessness. A free homelessness prevention tool kit will also be provided and this will be shared with the officer to use.
PE09	Number of households in temporary accommodation (both temporary accommodation and hotels)	ACHPH - Housing	James Clark	Low	Q			141	161	161	130	↓	✖	Definition amended for 2023-24 to include both temporary accommodation and hotels and target amended. The number of placements in temporary accommodation continues to rise, at the end of quarter 2 = 161. We are continuing to monitor the impact of the weather on provision of accommodation and planning further for winter pressures in the upcoming months is required. The specialist homelessness consultant has provided their draft report and actions from this will be integrated into the service's improvement plan alongside the review of our temporary accommodation processes.
PE10	Total number of referrals to domestic abuse support services	RE - Comm. Safety & Street Scene	Sam Barstow	Neither High/Low	Q	5,395	3,300	755	801	1,556	No target	♦	ⓘ	This measure is included to provide context for PE11 - Engagement rate with Domestic Abuse Services. Please note the methodology for this measure has changed following the recommissioning of this provision. From Q3 (22-23) onwards, the data will be issued provisionally before being finalised the following quarter when all of the data is available. Q2 had 46 more referrals than in Q1.
PE11	Engagement rate with Domestic Abuse support services	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	47.0%	46.0%	67.0%	68.0%	67.5%	60%	↑	✔	This measure is the % of clients of DA services who accept support from that agency. The measure records the total number of referrals made to domestic abuse support services who go on to successfully engage with those services. Following the recommissioning of this service, significant work on how the referral process of people on to these services has been undertaken. The performance team is also working with the service to develop a set of performance actions which will result in an increase in performance. As with PE10, the methodology for this measure has changed following the recommissioning of Domestic Abuse support. From Q3 (22-23) onwards, the data will be issued provisionally before being finalised the following quarter when all of the data is available. Q1 data has been amended during Q2 to 67% engagement rate. Please note we are currently seeking approval from cabinet re a new definition / methodology for capturing this measure. Until this is approved, the old methodology is being used. The figures (using the proposed new method) are as follows: Q1 - 73%, Q2 80%.
PE12	Proportion of new claims for Housing Benefits and Council Tax Support dealt with within 14 days of receipt of all necessary information.	FCS - Finance	Rob Mahon	High	Q	97.34%	97.81%	99.15%	98.93%	98.93%	90.00%	↑	✔	Measure and target amended for 2023-24 to reflect the performance of the Council in processing claims. The final performance for 22/23 of 97.81% was 0.47% up on 97.34% reported in 21/22. DoT based on comparison to with Q2 performance in 22-23.

CASE STUDY

Homelessness service restructured to refocus resources on prevention and early intervention

During 2021/2022 the number of new homelessness cases was 923, last year 2022/2023 the number of new cases had increased to 1,409.

Many of our customers are vulnerable and have complex needs; this increases officer time to ensure they are supported to access services.

There has also been significant rise in incoming telephone calls from customers who are faced with homelessness; on average 2,400 telephone calls are handled each month by the Homelessness team.

The Homelessness Service was restructured and in Quarter 1 and staffing resources were shifted, in the Homelessness Team, to focus on early intervention. This aim of the restructure was to free up time for homeless officers to spend quality time on case work and create a new front door to prevent homelessness or triage to a homelessness application, where required.

The restructure has had a significant impact on calls abandoned which has reduced from 45% to 24%. This means more customers are being helped sooner and at the first point of contact. The number of email enquiries, waiting to be responded to, has also reduced from over 200 to three.

The team have received a number of compliments, two of the most recent include:

"We really appreciate all of your help, and we hope we have not caused you too much hassle, thank you again we really do appreciate everything you have done and how you have dealt with us in a sympathetic, professional and caring manner."

"Two officers deserve a special thanks and I really appreciated everything they have done for me."



Some members of the Homelessness Team

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CASE STUDY

Programme of 237 enabled homes across the Chesterhill/ Whinney Hill development sites complete

Ensuring people can access affordable, decent housing is a priority for the Council as set out in the Rotherham Housing Strategy. In addition to the Council's own developments, we are also committed to supporting other social landlords to create more new homes through release of Council land and partnership working.

This year 237 homes have completed in Thrybergh. This development was built by the development contractor Engie, who were appointed by a partnership of local housing associations (Great Places and Sanctuary), and an organisation specialising in offering a quality private rental offer (Wise Living).

The sites within this development had been in Council ownership, but the locations faced various issues, including poor quality housing, higher levels of criminality and high turnover rates which led to the decision to relocate the residents and clear the sites between under the Housing Market Renewal Programme over a decade ago. The aim of the clearance was to create longer term regeneration-based improvements and explore opportunities to diversify the tenure mix in the area to meet local housing need, however the programme ended before the sites could be redeveloped. This led to them being sat vacant for quite some time.

A small adjacent site was developed in 2011 as part of the Local Authority new Build Programme, which saw the first new council homes in five decades being built. This brought much needed affordable homes to the area and kick started the regeneration activity. Sadly, more homes were still urgently needed.

The Chesterhill and Whinney Hill sites were marketed for development in February 2019. The latest consortium arrangement came forward and was agreed. Building on site commenced in October 2020. All elements of the site were finally completed in October 2023 and the homes are now occupied.

This latest development is of a higher density than before, but the layout works well, and it doesn't feel overdeveloped. There is plenty of parking and safe spaces for pedestrians and children to move around freely. The new layout also brings new types of housing with increased numbers of two and three bed family homes than before, reflecting the acute need for more family housing in this area.



Pictured: Memorial bench at Thrybergh Country Park

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Of the 267 new homes, this includes 66% affordable homes, which far exceeds the local planning policy position of 25%. The Council are given nomination rights to many of the homes which means families on the Council Housing Register can bid for the homes.

The Council's Strategic Housing and Development service also worked directly with Great Places to explore direct letting to help address housing pressures specifically related to the eight one-bed cottage apartments and this has resulted in properties being used to assist care leavers, resettlement applicants and people at risk of homelessness. Each prospective tenant was supported through RUSH House's 'Place of Your Own' training to give the tenant the best chance of maintaining a sustainable tenancy.



Pictured: New homes under construction at Chesterhill.

Not only has this development brought a large number of much needed new homes to the area it has also brought wider social impact benefits for the community. Including:

- Funded the implementation of a new memorial bench at Thybergh Country Park (below) to improve the local green environment and encourage local people to enjoy the outdoors
- Food Bank donations
- Local litter picks
- Work with local apprentices and students.

6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

We want Rotherham to be a great place to grow up, where all children and young people are safe, valued, able to enjoy their lives and achieve their aspirations.

Outcomes – our ambition	How we will get there
• Children get the best start in life • Children and young people safe from harm • Young people feel empowered to succeed and achieve their aspirations • Children and young people have fun things to do and safe places to go.	• Further develop our partnership approach to ensuring that all children and young people get the best possible start in life and are ready to attend school and learn • Continue with the development of residential homes for our children in care and work with local providers in residential and foster care to access the best local placements • The Council will work to improve our Youth Justice inspection judgement through the delivery of our improvement plan • With our partners, we will address the variability of Education, Health and Care Plans and the quality of provision for children and young people • Collaborate with partners to embed a multi-agency Family Hub Approach for our children, families, and communities • Ensure that they Early Help workforce are equipped with the right, most up to date knowledge and tools to effect outstanding outcomes for children and families • Work with young people that are disengaged to reconnect them to training, further education and employment • Focus on raising the achievement of key stage 1 and two pupils in reading through the reading fluency project and will support pupils who are currently below the expected standard in reading and/or who may have difficulty accessing reading required in the wider curriculum • Work in collaboration with schools to narrow the persistent attainment gap between disadvantaged and non-disadvantaged pupils and raise the attainment of disadvantaged pupils • Deliver on our commitment to become the first Children's Capital of Culture holding a year-long festival in 2025.

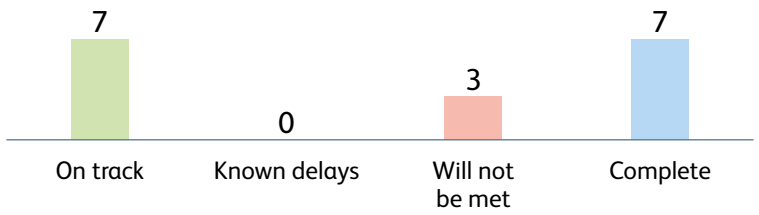
6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

HEADLINES – EVIDENCING OUR PROGRESS

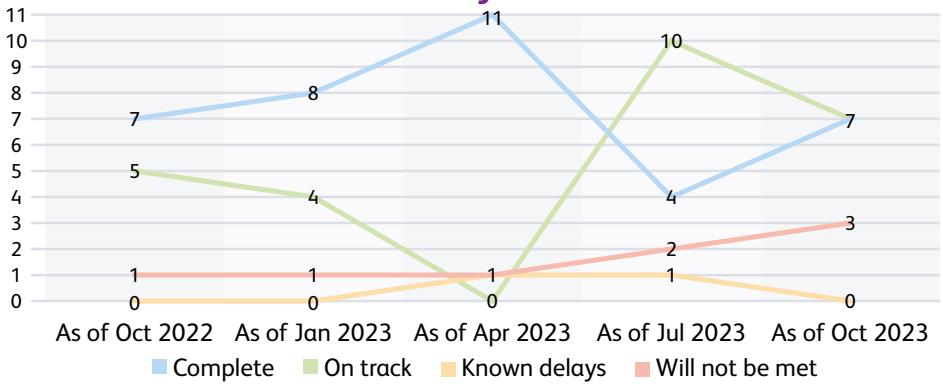
To provide evidence of delivery of the outcomes and commitments within this theme, there are 11 headline performance measures and 17 priority actions/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

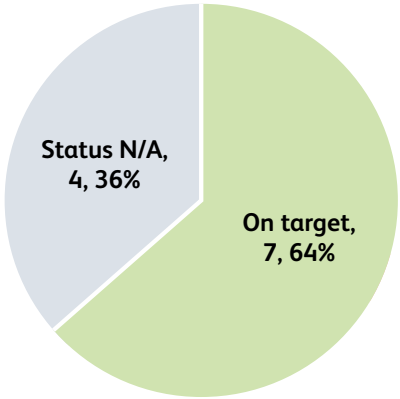


Year Ahead Delivery Plan Action Trend

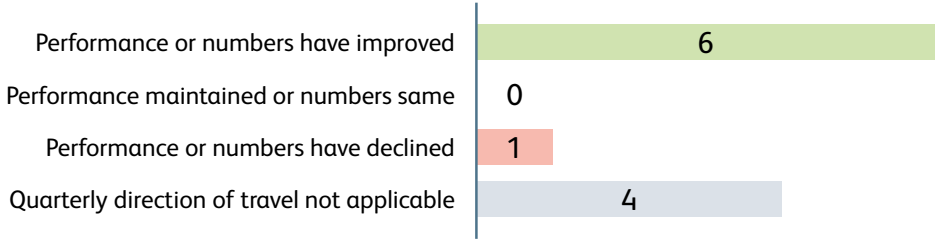


PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

NARRATIVE – THE BIGGER PICTURE

The 'every child able to fulfil their potential' theme focuses on our ambition for Rotherham to be a great place to grow up, where all children and young people are safe, valued, and able to enjoy their lives and achieve their aspirations. Services provided to children, young people and families by Rotherham Council have been rated as 'Good' across the board by government inspectors in an Ofsted report published in August 2022. A summary of the Council's progress since April 2023 is set out below.

The Council continues to ensure that all children and young people get the best possible start in life. In April 2023, the Rotherham Relationships Charter was launched in partnership with multiple agencies. The charter is designed to engage and support agencies in thinking about parental conflict in day-to-day practice and seeks to both reduce marginalisation and improve outcomes across families experiencing conflict. The Family Hubs Programme, a national initiative aimed at making support and services more easily accessible to children and families, was also introduced in April 2023 and will continue until 2025. To ensure success, services from multiple agencies will be co-located at Family Hub sites, bringing together a range of professionals from different organisations, with a digital offer in place too.

In June 2023, the Council obtained sign off by the Department for Education on the Written Statement of Action, which was developed to address the findings from the Special Educational Needs and Disabilities (SEND) inspection undertaken in 2021. Developments following the Written Statement of Action will continue to support opportunities and improvements for SEND pupils across the borough going forwards and help to address the variability of Education, Health, and Care Plans. Alongside this, in August 2023, an online resource for families to access support in relation to their emotional health and wellbeing was launched and went live. Support is also in place to engage and support families who do not have access to digital services, including face-to-face groups for families.

The Council has completed all 35 actions set out in the Youth Justice Action Plan, which was developed to address the findings from a peer review of the Youth Justice Service in March 2022. The actions have been scrutinised and approved as complete by the Independent Evidence Challenge Panel. Progress and completions were also monitored by the Council and partners, for example through the Safer Rotherham Partnership and Improving Lives Select Commission. The Council are continuing with the development of residential homes, so children in care and young people in Rotherham can remain in the borough. Whilst some delays have arisen due to registrations and challenges with access permissions to the properties, all four two-bedroom homes are still due to open by Quarter 4.

Following delays, the Draft Early Help Strategy 2023-2028 was signed off by the Rotherham Safeguarding Children's Partnership in January 2023 and was ratified by the multi-agency Early Help Steering Group in April 2023. The service has received external support to review the current offer which concluded in September 2023. A new strategy is planned to go to Cabinet in March 2024.

As part of the focus on ensuring young people feel empowered to succeed and achieve their aspirations, delivery is underway of a new independent travel training offer to support children and young people with SEND. This is enabling more young people with an Education and Health Care Plan to have the confidence and skills to travel independently. As of the end of Quarter 2, two of the three posts in the newly created Independent Travel Training Team have been appointed to and staff have received an accredited standard of training.

6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

Following last year's success with the Year of Reading 2022-23 programme, the Council are delivering the Rotherham Loves Reading Project to promote a continued ongoing focus on reading with schools. This includes monthly themed promotions for the Take 10 campaign, which centres on the power of reading to support wellbeing, alongside a specific reading for pleasure project has been developed to support children in care in primary schools. Alongside this, support is in place for teachers and school leaders to enhance learning opportunities for disadvantaged pupils. In January 2024, the Council are launching a Disadvantaged Pupils Toolkit, which will provide clear practical guidance on planning, implementing, and evaluating an effective strategy for disadvantaged pupils.

To help ensure that children and young people have fun things to do and safe places to go, the Council are continuing work with children and young people across the borough to co-design the Children's Capital of Culture 2025 programme. Since April 2023 the Council has delivered a range of events, including UPLIFT: Rotherham Skate and Arts Festival in April 2023 which featured a Teenage Market, WoW Festival in June 2023, and community festivals across the summer. The £100,000 Play Area replacement programme has experienced delays within the construction pipeline. All projects will now be delivered by the end of Quarter 4, in readiness for the new summer season. When complete, the programme will have improved 28 play areas across the borough, with many of the planned improvements including disability access play equipment.

6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

YEAR AHEAD DELIVERY PLAN TRACKER

Every child able to fulfil their potential					
Ref	**Outcome**	**Activity**	**Timescales for delivery**	**Status**	**Rationale for status**
3.1	**Children get the best start in life**	Obtain sign off of our Written Statement of Action which has been developed to address the findings from the Special Educational Needs and Disabilities (SEND) inspection undertaken in 2021. This includes actions to address the variability of Education, Health and Care Plans.	Quarter 4	Complete	The Written Statement of Action was signed off by the Department for Education on the 20 June 2023 at the final Support and Challenge Meeting. The Department for Education noted that "The Local Area has made considerable progress in its focus on 'impact'". Moving forward, external monitoring meetings with the Department for Education will continue to support the tracking of improvements. These will be embedded and managed as business-as-usual practice within the SEND Strategic Improvement Plan that is currently in development. These improvements and impact will be overseen by the SEND Executive Board and SEND Strategic Board.

3.2		Launch an online resource for families to access support in relation to their emotional health and wellbeing.	Quarter 4	Complete	Delivered as part of the digital offer in the Family Hubs Programme (action 3.4). An online resource for families to access support in relation to their emotional health and wellbeing was launched in August 2023 as planned. The resource is available in a number of different languages. Digital Rotherham are working in Children's Centres and Early Help sites to engage and support families who do not have access to digital services. In addition, delivery of face-to-face groups for those families for whom digital access does not suit has been maintained.
3.3		Launch the multi-agency Rotherham Relationships Charter designed to engage agencies in thinking about parental conflict in day-to-day practice. (Also links to children and young people safe from harm outcome).	Quarter 4	Complete	The Rotherham Relationships Charter was launched in April 2023, and is being used to support and challenge agencies, to encourage them to think about the quality of couple relationships when they come into contact with couples in conflict. Families in conflict can access support face to face through the Parents As Partners programme, or through the Family Hubs' digital offer to support positive resolution to conflict.

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6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

3.4		Deliver the year 1 and 2 objectives of the national nationally funded Family Hubs programme (2022/25), which is a national initiative aimed at making support and services more easily accessible to children and families.	Quarter 4	On track	The Family Hubs' programme was introduced in April 2023. Progress to date includes the co-location of MESMAC (sexual health organisation) at Family Hubs, and the commencement of sexual health drop-in sessions. Agreements have also been made for other organisations to co-locate at Family Hubs', including the Department for Work & Pensions and Child Mental Health Services (CAHMS) practitioners, bringing more professionals under one roof and enhancing accessibility. Alongside this, the digital offer is widening access to services and is available in a number of alternative languages.
3.5 (a)	**Children and young people safe from harm**	Provide new homes to make sure looked-after children and young people in Rotherham can stay in the borough: Open a two-bedroom home.	Quarter 1	Will not be met	Delays have arisen due to registration through HMI Ofsted. A full staff team have been recruited and the target end for registration from Ofsted is now January 2023.
3.5 (b)		Open a second two-bedroom home	Quarter 2	Will not be met	A property has been purchased, but challenges with access permissions to the property has delayed progress. Whilst these challenges are now being addressed, this has delayed the proposed opening date of the home, which is now expected to be Quarter 4.
3.5 (c)		Open a third two-bedroom home.	Quarter 4	On track	A property has been purchased on the open market. There are minor works required which are being arranged, and recruitment for staff team is underway. Documents for Ofsted registration are to be submitted in December 2023.

3.5 (d)		Open a fourth two-bedroom home.	Quarter 4	On track	Due diligence is underway to inform the submission of an offer on a potential property.
3.6		Complete the actions set out in our Youth Justice Action Plan which has been developed to address the findings from a peer review of the Youth Justice Service in March 2022.	Quarter 2	Complete	All 35 actions have been completed. Actions were scrutinised and approved as complete by the Independent Evidence Challenge Panel. Progress and completions were also tracked by the Youth Justice Partnership Board, Safer Rotherham Partnership and the CYPS Performance Board, Improving Lives Select Commission, Internal Audit, and the Youth Justice Board.
3.7		Develop and launch the refreshed Early Help Strategy and ensure future revisions are informed by the start for life and family hubs developments.	Quarter 4	On track	The Rotherham Safeguarding Children's Partnership signed off the Early Help Strategy in January 2023. The Draft Early Help Strategy was ratified by the multi-agency Early Help Steering Group in April 2023. Following this Rotherham has further developed the universal and targeted early help offer through the delivery of the Family Hub Programme in Children's Centres. To ensure the Early Help Strategy reflects the ambition of the further developed universal and targeted early help offer it was agreed that a refresh and review would take place. The service has received external support to review the current offer and ambition articulated in the current Early Help Strategy. They review concluded in September 2023 and the recommendations are now under consideration. A new strategy is planned to go to Cabinet in March 2024.

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6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

3.8	**Young people feel empowered to succeed and achieve their aspirations**	Develop an independent travel training offer to support children with special educational needs or disabilities, so that they have the confidence and skills to travel independently and achieve their full potential.	Quarter 4	On track	Two of the three posts in the newly created Independent Travel Training Team have been appointed to and staff have received an accredited standard of training. A further round of recruitment will take place to fill the final post. The delivery of Independent Travel Training is now fully underway, alongside further engagement activities with educational establishments, parents, and carers. This is actively supporting the development of independent skills for young people with an Educational and Health Care Plan.
3.9		As part of 'Rotherham loves reading' project: • Undertake monthly themed promotions to implement the take 10 campaign. • Train a second cohort of primary schools to implement the reading fluency project into schools. *(Also links to Children get the best start in life outcome).*	Quarter 4	On track	The monthly themed promotions for the Take 10 campaign are being undertaken every month. This campaign centres on the power of reading to support wellbeing. The Reading Fluency Project is on track and involves events taking place to retrain or enhance the support for those that took part in the project. This project supports KS1 and KS2 pupils below the expected standard in reading and/or who may have difficulty accessing the reading required in the wider curriculum. Richard O'Neill, has been named the author in residence for Rotherham and will be working with four primary schools with the highest percentage of children in care on a reading for pleasure project.

3.10		Support teachers and school leaders to enhance learning opportunities for disadvantaged pupils by launching a Disadvantaged Pupils Toolkit. *(Also links to Children get the best start in life outcome).*	Quarter 4	On track	The Disadvantaged Pupils Toolkit has been created in partnership with a group of Rotherham leaders from across the borough who have been working with Marc Rowland, a national expert for supporting disadvantaged pupils. The Toolkit has been drafted and is due to be completed by December 2023, with a launch taking place in January 2024.
3.11 (a)	**Children and young people have fun things to do and safe places to go**	Work with children and young people across the borough to co-design the Children's Capital of Culture (CCoC) 2025 programme and deliver a series of events, including: a) UPLIFT: Rotherham Skate and Arts Festival	Ongoing to Quarter 4 2025 Quarter 1	Complete	The Council continues to deliver on the design of the Children's Capital of Culture programme: • The second annual UPLIFT Skate and Arts Festival took place in April 2023 with an estimated audience of 6,000 and featured a Teenage Market celebrating young makers and entrepreneurs. • WoW Rotherham took place in June 2023 with elements of the programme designed and delivered by Children's Capital of Culture Trainee Festival Makers. This included school workshops and youth-led activities. Around 3,000 people took part. Throughout the summer, the Children's Capital of Culture Festival Makers and Engagement Assistants led a programme of workshops and performances at community festivals including Ferham, Eastwood, Harthill, and the Rotherham Show.
3.11 (b)		a) Teenager market	Quarter 1	Complete	
3.11 (c)		b) WoW festival	Quarter 1	Complete	

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3.12		Complete the two-year capital investment programme to improve play areas across the borough.	Quarter 1	Will not be met	Delivery of the programme has been held up due to delays within the construction pipeline. All projects now progressing well and will be delivered by the end of Quarter 4 in readiness for the new summer season. Progress to date includes seven out of the 14 projects are now fully complete, seven will be complete by January 2024 and the remaining two will be complete by March 2024. Many of the planned improvements include disability access play equipment, therefore improving levels of accessibility.

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Every Child able to fulfil their potential

Outcomes

- Children get the best start in life
- Children and young people safe from harm
- Young people feel empowered to succeed and achieve their aspirations
- Children and young people have fun things to do and safe places to go

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 QTR 1 (Apr-Jun)	2023/24 QTR 2 (Jul-Sep)	2023/24 Yr to Date	2023/24 TARGET	Direction of travel	Progress against target	Notes
CH01	Percentage of eligible children accessing their 2-2.5yr health visitor checks	ACHPH - Public Health	Ben Anderson	High	Q	92.0%	92.0%	Not yet available	Not yet available	Not yet available	93%	♦	△	Data for 23/24 is expected in November 2023.
CH02	Number of Children in Need (rate per 10K population 0-17 as per DfE population)	CYP - Social Care	Monica Green	Low	Q	380.5	378.6	358.5	334.2	334.2	375.5	↑	✔	The children in need (CiN) population has reduced further in Q2 to 334.2 (1883 children and young people) and is below the latest statistical neighbour's average (431.5) and national average (334.3). Performance is currently below the year-end target (375.5) and the service remains focused on continuing to meet this target throughout 2023/24, by providing the right service at the right time. N.B. This measure follows the DfE definition which includes CiN, child protection (CP), children in care (CIC) and leaving care cohorts. As such, if any of these cohorts rise then this measure will too.
CH03	The number of children with a Child Protection plan (rate per 10K population 0-17)	CYP - Social Care	Monica Green	Low	Q	82.7	70.4	76.8	69.6	69.6	85	↑	✔	Performance at the end of Quarter 2 is 69.6 (392 children on a plan as of 30th September 2023) which remains below the year-end target of 85.0. However, it continues to be above the latest national (42.1) and stat neighbour (59.7) averages.
CH04	The number of Looked After Children (rate per 10k population 0-17)	CYP - Social Care	Monica Green	Low	Q	97.8	96.7	92.3	91.8	91.8	95.2	↑	✔	The children in care (CIC) cohort has continued to steadily reduce over the last couple of years from 598 at the end of March 2021 to 517 at the end of Q2 2023/24, with the rate of CIC per 10,000 population aged 0yrs to 17yrs being 91.8. It is important to note that the per 10,000 rate would be 84.7 without the inclusion of the unaccompanied asylum seeking children (UASC) population (40). During Q1 (36) we did start to see a reduction in the number of UASC who presented with the need to be looked after, however, we have seen this increase again in Q2 (40). Focused work continues to ensure that children are brought into care only at the point that it is essential for them to be safeguarded in this way. (It is important to note that supporting children and families in a strengths-based way for them to remain together, which may be through use of Child Protection and Child in Need Plans, could, consequently, increase these numbers).
CH05	Open Early Help children at the end of the reporting period	CYP - Early Help	David McWilliams	Neither High/Low	Q	2889	3286	3106	3010	3010	No target	♦	ⓘ	There were 3010 children (1426 families) open to the service at the end of Q2 compared to 3106 children (1460 families) at the end of Q1. This shows a decrease of 96 children (34 families) since the end of Q1. 533 families were closed to the service during Q2.
CH06	Proportion of social care re-referrals in 12 months - in current month	CYP - Social Care	Monica Green	Low	Q	18.3%	17.2%	23.9%	20.2%	22.0%	22%	↑	✔	Performance at the end of Q2 was within target (22.0%), with 20.2% of social care referrals being a re-referral within 12 months during Q2. The year to date (Apr 23 > Sep 23) performance is also now in line with the target at 22.0%.
CH07	Number of children and young people who are currently assessed as having a medium to high risk of CSE (CSE cohort)	CYP - Social Care	Monica Green	Neither High/Low	Q	41	37	34	29	29	No target	♦	ⓘ	There were 29 children and young people assessed as having a medium to high risk of Child Sexual Exploitation (CSE) at the end of Q2, a reduction of 5 since the end of Q1.
CH08	Proportion of two-year olds taking up an early education place	CYP - Education & Inclusion	Julien Kramer (Interim)	High	Q	88.1%	85.6%	-	85.6% (Term 3 - 22/23)	85.6% (Academic year end)	85%	↓	✔	The 2022/23 academic year end performance has seen a decrease in the number of two-year-olds taking up an early education place (85.6%) compared to the end of 2021/22 (88.1%). However, this remains positive compared to the latest published benchmarking data of 62% national and 72% stat neighbours.
CH09	Proportion of pupils passing the phonics screening check in year 1	CYP - Education & Inclusion	Julien Kramer (Interim)	High	A	75.0%	78.5% (unvalidated)	-	-	78.5% (unvalidated)	76% (above 21/22 stat neigh av.)	↑	✔	This is an academic year measure and latest performance reported for 2022/23 is currently unvalidated. Validated data is expected to be published in October/November and will therefore be reported in Q3. In the academic year 2022/23, 78.5% of year 1 pupils passed the phonics screening check.

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24				Direction of travel	Progress against target	Notes
								QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	Yr to Date	TARGET			
CH10	Number of children with Education, Health and Care Plan	CYP - Education & Inclusion	Julien Kramer (Interim)	Neither High/Low	Q	2640	3019	3162	3214	3214	No target	♦	ⓘ	There were 3214 children with an Education, Health, and Care Plan (EHCP) at the end of Q2, an increase of 52 in the quarter.
CH11	Number of additional universal youth work sessions delivered	CYP - Early Help	David McWilliams	High	Q	339	1135	358	297	655	800	↑	✔	During Q2, 297 universal youth work sessions were confirmed as being delivered. Along with the 358 delivered in Q1 this equates to 655 which is already 82% of the target set (800 sessions to be delivered). There are currently 23 providers commissioned to deliver places to go and things to do across the Borough.

CASE STUDY

Children's Capital of Culture: Arts Award Delivery

The Council is continuing to work with children and young people to co-design the Children's Capital of Culture 2025 programme.

As part of this, since 2022 Children's Capital of Culture have delivered nine different Arts Award Programmes within Rotherham, with 157 children and young people completing their Arts Award. Arts Award allows children and young people to experience the creative industry in their hometown, developing their arts and leadership skills in a creative, valuable, and accessible way. Managed by Trinity College London in association with Arts Council England, a young person aged 5 to 25 can achieve an Arts Award at five different levels, with four being recognised qualifications and one being an introductory award.



Some 2023 successes from the Arts Award delivery include:

- In February 2023, 20 young people achieved their Bronze Arts Award, a Level 1 qualification award in the arts.
- During the summer, Children's Capital of Culture worked with Clifton Learning Partnership to allow young people to gain their Discover Arts Award certificate. 11 young people achieved this.
- From August to October 2023, a group of young people met at Rotherham Civic Theatre every Sunday morning to complete their Silver Arts Award. This was delivered by two artists and the Children's Capital of Culture team. 14 young people have been submitted for moderation to achieve their Silver Arts Award, a Level 2 award in the arts (working at the same standard as a GCSE).
- Finally, Children's Capital of Culture are working with 45+ young people from Rotherham Opportunities College, to achieve their Explore Arts Award, an entry level award in the arts.

Testimonies from parents and carers from a Children's Capital of Culture Bronze Arts Award event in January 2023, where young people received their certificates, demonstrate the positive impact of these programmes:

- *"It was so lovely and such a proud moment watching her collect her certificate. I would just like to say also that without opportunities provided for free like this, E wouldn't have been able to take part and have had the experience she had: making new friends, increasing her confidence and self-esteem and gaining a recognised qualification whilst having fun!"* – Parent/Carer
- *"The team were skilled and flexible enough to care and support the girls, without rigidity of the traditional classroom."* – Parent/Carer

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6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

In 2024, the Children's Capital of Culture hope to use Arts Award to engage with even more children and young people in Rotherham. This includes continuing to work with Rotherham Opportunities College, to achieve Explore Arts Award and in February 2024, Children's Capital of Culture will deliver another week-intensive of Bronze Arts Award during half-term. Looking further into the future, Children's Capital of Culture programme hope to expand Arts Award into other local settings, developing Arts Award into the Council's Healthy Holidays programme as well as other external organisations.



CASE STUDY

Independent Travel Training

An independent travel training (ITT) offer has been created to support children with special educational needs or disabilities, so more young people have the confidence and skills to travel independently and achieve their full potential.



The travel training scheme aims to improve the Council's ability to deliver positive fulfilment of statutory duties under Section 508A of the Education and Inspections Act 2006 , by promoting and implementing more sustainable travel and transport solutions and reducing the Borough's carbon footprint. Having more eligible children able to travel on public transport will also help to relieve service pressures caused by a national shortage of suitable drivers and passenger assistants. And importantly, the main benefits are for children and young people within Rotherham Borough, as each successful candidate will achieve increased independence, confidence and self-esteem, and greater opportunities within education, employment and socially.

Initially, a pilot scheme was undertaken during 2022 with one young person who was attending college. The young person had been reliant on assisted home to school transport assistance since pre-school age and was now a young adult.

Their parent's testimony shows the positive impact of the pilot scheme: *"This has been a wonderful opportunity for (my son). He has gained immense confidence with the help of the ITT Trainer, he has the knowledge of bus times and which bus to catch, he has also learned which stop to get off, he uses his phone to communicate via text message to let Julie and myself know he is safe. (The ITT team have) helped my son build up confidence to travel to and from college safely on the bus, use pelican crossing to safely cross the road and get to college safely. This is a big achievement for my son he can now do this journey independently and we as a family cannot praise your fantastic transport team enough, they have been fantastic. We have a more confident young man. Thank you so much."*

Following the success of the pilot, this year an investment of £85,000 was allocated to the Regeneration and Environment Directorate to resource an Independent Travel Training Team, with a newly established ITT officer and two part time ITT buddies in post.

To date, nine students from around the borough have successfully completed their travel training and an additional two students are undergoing their final stages of training.

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6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

Some examples include:

- R is 23 years old and had been reliant on home to school transport since primary school, R was the first ITT student in 2022 in Rotherham and has since then got plans of joining the ITT Team in a work placement/ Internship.
- O is 18 years and had been reliant on home to school transport since primary school. O now completes a half an hour bus journey and 20-minute walk independently without feeling they need Dad by their side.
- T is 12 years old and had been on home to school transport since 2022 when they joined secondary school. T was the first 12-year-old to complete ITT successfully and the first student within their education setting.

Feedback from parents, carers and students shows us how this is having a positive and tangible impact on the lives of our children and young people.

- When asked *"what part of the training did you enjoy?"* the students wrote; *"I enjoyed the walks and the feeling of being independent" and "talking to someone"*
- When asked *"how do you feel about travelling independently now you have completed your training"* the students wrote; *"proud"* and *"I feel brave and confident to travel on my own and look for routes on my own"*
- Parents and carer comments included; *"thank you for working with my son and promoting his independence"* and *"fantastic program, has really helped my daughter to be more independent"*.

Looking forwards, in December 2023 the ITT Team will host an award ceremony for recent students to celebrate and receive their certificate. The Council are looking to promote the service further, for example by attending coffee mornings with parent forums, producing promotion videos with successfully travel trained students and by offering internships and work placements at Rotherham Council for successful ITT candidates.



6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

Our vision is to create a fair and prosperous economy that provides chances for everyone to get a good job, or start and grow a business, and plan confidently for the future.

Outcomes – our ambition	How we will get there
• A growing economy that provides decent jobs and chances to progress • Delivering regeneration schemes that bring investment and opportunity, both in Rotherham town centre and in our towns and villages • Working with partners and suppliers to create more local jobs, paid at the Real Living Wage or above, and apprenticeships • People having opportunities to learn, develop skills and fulfil their potential • Strengthening digital infrastructure and skills which enable access for all.	• Support people to improve their skills and secure decent work through a range of schemes and initiatives • Provide a package of support and advice that enables businesses to start up and thrive, including targeted support to those most affected by the pandemic • Deliver improvements and opportunities for local communities through major regeneration programmes • Create a vibrant town centre, accessible to everyone, through a range of complementary schemes and major projects, including the flagship leisure development at Forge Island • Secure further commitments through our social value policy and work with partners to maximise the impact of our collective spending power • Connect people to economic opportunities through a range of transport schemes and improvements that also offer more environmentally friendly travel options.

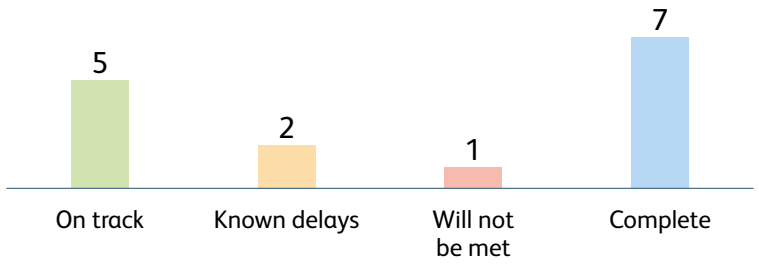
6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

HEADLINES – EVIDENCING OUR PROGRESS

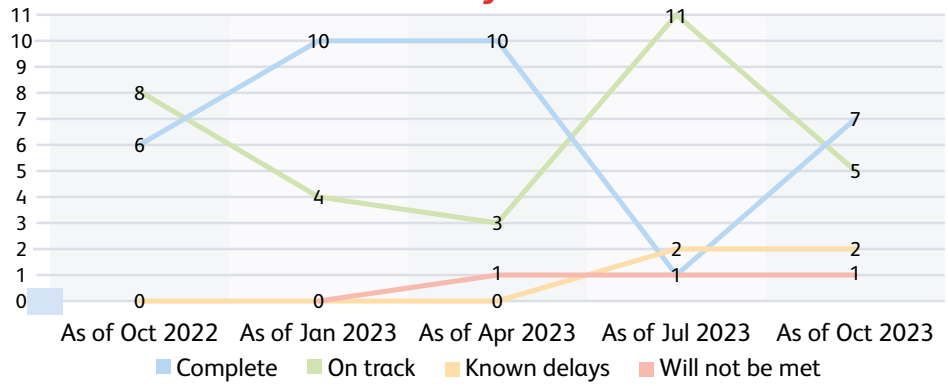
To provide evidence of delivery of the outcomes and commitments within this theme, there are nine headline performance measures and 15 priority actions/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

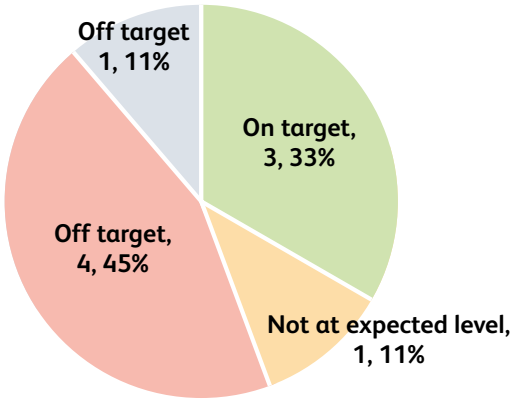


Year Ahead Delivery Plan Action Trend

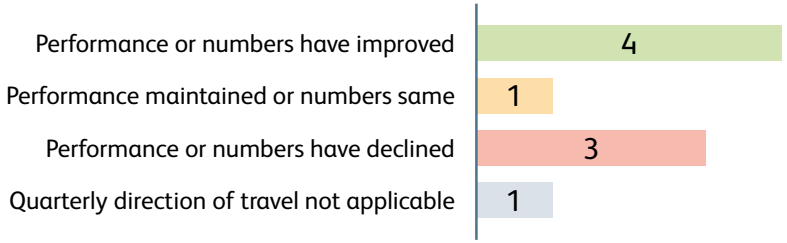


PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

NARRATIVE – THE BIGGER PICTURE

This theme is working towards the vision of a fair and prosperous economy that provides chances for everyone to get a good job, or start and grow a business, and plan confidently for the future. It includes initiatives with partner organisations and employers to develop skills and enable people to realise their ambitions, tailored support for those who are disadvantaged in the jobs market, the delivery of regeneration throughout Rotherham, and maximising value from the money that is spent to create opportunities, raise living standards, and benefit local communities.

As part of the drive to support businesses to start up and grow, a small grants scheme is being delivered and Century II, the new business centre at Manvers, has opened.

The grant scheme offers match funding of up to £3,000 to help local entrepreneurs develop and grow their business. For example, it could be used to fund capital equipment, digital improvements or marketing activity. So far, around £11.5k of grant funding has been agreed for five projects, with four more in the pipeline. Century II, the borough's fifth dedicated business hub, offers a range of spaces for local businesses, including 20 workshops, 16 office units, and two labs, giving businesses flexible and modern space to grow (see case study below).

Alongside this, RiDO's start-up advisor team has assisted with 166 enquiries so far in 2023/24. They have also held 27 workshops, offering advice on self-employment, a three-module start-up programme, and covering specialist topics such as using artificial intelligence to generate marketing content (see case study below).

The successful employment support and progression projects, Pathways to Success, Inspire and Advance, are continuing to deliver great results for local people and have secured continuation funding from the UK Shared Prosperity Fund. From April to September 2023, 108 people found work and 94 moved into training as a result of support from Pathways and Inspire. The Advance project, which helps employees to gain qualifications and further their careers, has had 384 participants in 2023/24, exceeding its targets.

Despite the challenging economic situation, with capital schemes facing increased costs due to inflation, the ambitious regeneration schemes across the borough are taking shape.

In the town centre, initial works for the markets and library redevelopment are underway and the flagship leisure development at Forge Island is on track for completion by April. The Riverside Gardens scheme is delayed after a procurement exercise failed to award a contract. Construction will now begin in the next financial year. After additional funding was secured from South Yorkshire Mayoral Combined Authority for fit out, Grimm and Co's new building on Ship Hill is due to open in early March 2024.

Elsewhere, the Council, as the accountable body, is continuing to support partner projects that are part of the LUF (levelling up fund) programme. At Magna, modernisation of the café and upgrades to the red wall and the earth and air pavilions is now complete. Completion of the remaining pavilions is expected in March 2024. Work on the stables kitchen project at Wentworth Woodhouse is well underway and due for completion in summer 2024, with Maltby Academy Trust's community learning hub due to complete slightly earlier in April 2024. After submitting a new planning application in the summer, Gulliver's innovative skills street attraction is now on site and aiming for completion by June 2024.

6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

In Swinton, the civic hall has been refurbished and work on the new library and neighbourhood hub has begun after roof leaks caused delays. It is expected to be finished by the end of March, with demolition of the old library following in 2024/25.

Finally for this theme, a digital inclusion strategy has now been agreed, providing a framework for action to increase access, improve digital skills and enable people to reap the benefits of being online.

6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

YEAR AHEAD DELIVERY PLAN TRACKER

Expanding economic opportunity					
Ref	**Outcome**	**Activity**	**Timescales for delivery**	**Status**	**Rationale for status**
4.1	**A growing economy that provides decent jobs and chances to progress**	Using funding available from the UK Shared Prosperity Fund, design and commence delivery of a programme of grants to help small businesses grow and create jobs in Rotherham.	Quarter 1	Complete	Scheme designed and in delivery – the Small Business Grant allows SME organisations to apply for a 50% match funded grant, up to a maximum amount of £3,000. £11,447 of grant agreed over five projects; four further applications in development. Although marked as complete for the purposes of this update, reporting against this action remains ongoing.
4.2		Open Century II Business Incubation Centre.	Quarter 2	Complete	Building work complete and opened to tenants November 2023 following delays in utilities connections (see case study below). Reservations on space are being taken from potential tenants.
4.3		Deliver a programme of workshops to 150 business entrepreneurs to provide start-up advice and support (to both pre-start and new start businesses).	Quarter 4	On track	Cumulatively over Quarters 1 and 2 the start-up advisor team assisted with 166 enquiries from pre-start and early-stage businesses. 27 workshops have been held with 112 attendances from 75 unique individuals. Workshops have included exploring the basics of self-employment alongside delivery of the 3-module start-up programmes and specialist topics such as: finance, branding, optimising marketing, building an online business, branding, sales and using artificial intelligence to generate marketing content.

6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

4.4		Continue to deliver 'Pathways to Success' and 'Inspire' support programmes ensuring at least a further 88 residents secure employment or training.	Quarter 3	Complete	Both Pathways to Success and Inspire have exceeded the targets set throughout the period of the projects and this is expected to continue up to the end of both projects in December 2023. During the first six months of 2023/24 the Inspire/Pathways team have supported 108 people into employment and 94 into training against a nine-month target of 88 combined.
4.5		Agree a local labour policy to encourage and/or enable local people to access job opportunities arising from major development sites.	Quarter 3	Known delays	A report is being prepared for Cabinet in early 2024, seeking approval to adopt a local labour policy using planning conditions. This will be through the production of an interim planning statement or SPD, providing detailed advice to developers about how the policy within the Local Plan will be implemented.
4.6	**Delivering regeneration schemes that bring investment and opportunity, both in Rotherham town centre and in our towns and villages**	Commence construction works for the Markets and Library redevelopment.	Quarter 3	Complete	Following approval at Cabinet in August 2023, an enabling works contract was agreed with Henry Boot Construction Ltd. These works began in September and include a range of preparatory and initial construction works to facilitate the wider redevelopment of the markets complex.
4.7		Commence construction works on Riverside Gardens.	Quarter 3	Will not be met	Delayed following procurement exercise. This, coupled with the need to extend the design period, has led to delays in delivery which will push the commencement of construction past the end of the financial year. The revised target date is June 2024.

4.8		Demolish the existing Swinton Library building, move the library and neighbourhood hub to the redeveloped Customer Service Centre, and refurbish the Civic Hall.	Quarter 3	Known delays	Refurbishment of the Civic Hall is now complete. Works to the new library (former Customer Service Centre) were delayed due to roof leaks but have now started. Practical completion of the new library is anticipated before the end of the financial year. However, demolition of the old library is likely to happen post 2023/24.
4.9		Practical completion of Forge Island construction works and hand over to tenants.	Quarter 4	On track	Construction progressing to allow hand over to tenants as scheduled.

4.10		Acting as accountable body, monitor and support partners to deliver projects across Rotherham with funding secured by the Council through Town Deal, Levelling Up Fund (LUF) and Future High Street Fund (FHSF), including: • Wentworth Woodhouse • Maltby Skills Academy • Grimm and Co • Gulliver's Skills Academy • Magna.	Ongoing to Quarter 4	On track	Monitoring arrangements: subject to the Pathfinder pilot, which will allow more local flexibility in moving funding between projects and programmes, LUF leisure economy projects will be monitored through the extended Town Deal Board as of November 2023. **Wentworth** – works commenced in spring 2023 and completion is expected in summer 2024. The Pathfinder pilot is expected to commence imminently to formalise acceptance of the new timescales. A viability gap is still being reported following a value engineering and phasing exercise, therefore additional funds have been earmarked through UK Shared Prosperity Fund (UKSPF). **Maltby** – following delays caused by discovery of a bat roost, the new expected construction completion date is April 2024. A viability gap is still being reported following a value engineering and phasing exercise, therefore additional funds have been earmarked through UKSPF. **Magna** – the project is progressing in line with original profile. The enabling projects, including modernisation of the café and upgrades to the red wall and the earth and air pavilions, are now complete. Completion of the remaining pavilions is expected in March 2024. **Gulliver's** – changes to the scheme, which is now categorised as a leisure-based skills centre, were formalised through a new planning application over the summer. Mobilisation has now begun on site and the works are expected to complete in June 2024. A viability gap is still being reported following a value engineering exercise, therefore additional funds have been earmarked through UKSPF. **Grimm & Co** – FHSF funded works are complete. Funding was secured from SYMCA to support fit-out, due to be complete by the end of 2023.

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6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

4.11		Let the contract for the construction works to deliver new workspace and commercial units comprising the Towns Fund scheme at Templeborough.	Quarter 4	On track	Pre-contract services agreement contract let in July 2023. Full contract due to be let in January 2024.
4.12	**Working with partners and suppliers to create more local jobs, paid at the Real Living Wage or above, and apprenticeships**	Work with partners to develop a 12-month plan to collectively drive the social value agenda and determine governance arrangements to support delivery.	Quarter 2	On track	There is a high level 12-month action plan and agreement to relaunch the partnership social value charter and improve partner engagement. Agreement to organise a workshop to include representation from all partners to determine what is achievable and develop a more detailed plan. A date for the workshop and its full scope and approach is to be agreed in December.
4.13	**People having opportunities to learn, develop skills and fulfil their potential**	Deliver the Advance Project, assisting 50 residents to improve their qualifications and enhance their career prospects.	Quarter 4	Complete	Total outputs for the ESF funded project (to December 2023) have now been achieved, ahead of schedule, with a total of 384 people assisted. UKSPF funding has been secured to continue the project from January to March 2024, with a further bid in to take this through to March 2025. Although marked as complete, this action remains ongoing, and progress will continue to be reported.

4.14		Procure a programme of activity (Multiply) that engages adults (with numeracy levels below level 2) in informal learning to boost their maths skills.	Quarter 3	Complete	Grants awarded to a range of organisations, mainly from the local vol/comm sector, to deliver Multiply activity. Activities have commenced and are currently on track, with monthly monitoring to ensure this remains the case. Although marked as complete, this action remains ongoing, and progress will continue to be reported.
4.15	**Strengthening digital infrastructure and skills which enable access for all**	Agree a Digital Inclusion Strategy.	Quarter 2	Complete	Digital Inclusion strategy produced and endorsed by partnership chief executives in July 2023. The strategy and associated action plan were endorsed by Cabinet on 18 September 2023.

Expanding Economic Opportunity

Outcomes

- A growing economy that provides decent jobs and chances to progress
- Delivering regeneration schemes that bring investment and opportunity, both in Rotherham town centre and in our towns and villages
- Working with partners and suppliers to create more local jobs, paid at the Real Living Wage or above, and apprenticeships
- People having opportunities to learn, develop skills and fulfil their potential
- Strengthening digital infrastructure and skills which enable access for all

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 QTR 1 (Apr-Jun)	2023/24 QTR 2 (Jul-Sep)	2023/24 Yr to Date	2023/24 TARGET	Direction of travel	Progress against target	Notes
EC01	Proportion of working age population who are in work (or actively looking for work) in Rotherham	RE - Planning, Regen. & Transp.	Simon Moss	High	Q	77.0%	Not Available	Not Available	Not Available	Not Available	Achieve national average	↓	✗	The data for Economic Activity is taken from the Annual Population Survey. The survey releases data quarterly but usually with a 6 month time lag. The data released is based on surveys conducted with residents over a 12 month period rather than a quarter. The data presented here relates to Apr 2022-Mar 2023. 74.2% of Rotherham's working age population is economically active. In comparison, Yorkshire & Humber and Great Britain are at 77.2% and 78.4% respectively. Currently Rotherham is 4.2% below the national average. The gap has been widening, it was 1.6% (Jul21-Jun22), 2.3% (Oct21-Sep22) and 3.4% (Jan22-Dec22).
EC02a	Optimistic about the future: a) Proportion optimistic about the future of Rotherham as a place to live	RE - Planning, Regen. & Transp.	Simon Moss	High	A	57%	51%	Not Available	56%	56%	>57%	↑	✗	Results from this year's survey (Wave 13) has seen a 5% increase based on last year's results, so just 1% off the target.
EC02b	Optimistic about the future: b) Proportion optimistic about the future of Rotherham town centre	RE - Planning, Regen. & Transp.	Simon Moss	High	A	24%	27%	Not Available	27%	27%	>24%	→	✓	Results from this year's survey (Wave 13) has seen a consistent result compared to previous year. Exceeding the CP target by 3%.
EC03	Number of new businesses started with help from the Council	RE - Planning, Regen. & Transp.	Simon Moss	High	Q	103	55	9	14	23	60	↑	✗	During the quarter, in addition to supporting 34 pre-start entrepreneurs, 26 existing early-stage businesses were assisted (included in the advice and support figure), the team responded to 95 new enquiries, and held 16 workshops. There is a trend towards more very early-stage businesses requiring support, having registered as self-employed but trading at low levels. The Businesses Centres are at their highest occupancy since pre-Covid so the number of new businesses moving in can be limited by the availability of smaller units. Enquiry levels tend to be lower over the summer period, increasing in Q3 and Q4. Century2 is due to open in early November, and this will provide much needed additional capacity in the Manvers area. It will immeadiately boost the numbers associated with this measure.
EC04a	Actions taken in Rotherham to promote progressive and sustainable Economic Development: a) Survival rate of new businesses supported in RiDO Business Centres over the first three trading years	RE - Planning, Regen. & Transp.	Simon Moss	High	A	93.0%	86.0%	Not Available	Not Available	Not Available	81%	♦	△	The survival rate is reported at year end (Q4).
EC04b	Actions taken in Rotherham to promote progressive and sustainable Economic Development: b) Provide advice and support to local businesses to help them recover and grow.	RE - Planning, Regen. & Transp.	Simon Moss	High	Q	136	540	153	120	273	400	↓	✓	Target amended for 2023-24. Advice and support target for the year is 400. The delivery of 273 places so far this year puts the service on track to exceed this target.
EC05	Number of engagements with libraries' services which help people learn, acquire new skills or get a job	RE - Culture, Sport & Tourism	Polly Hamilton	High	Q	41,577	93,442	25,413	28,641	54,054	80,000	↑	✓	DoT based on comparison to the number in Q2 22-23 as this is a measure determined by seasonal factors. In Q2 23-24 there were 37,618 more engagements than in Q1 22-23. Performance has already achieved 67% of its target for the year.
EC06	Proportion of new starter apprenticeships created within the Council as a percentage of the workforce	ACEX - HR	Tony Bryant (Interim)	High	Q	0.6%	0.6%	0.7%	0.8%	0.8%	1.5%	↑	✗	Performance improved slightly in Q2, however remains off target. Intranet support and guidance has been refreshed to include myth busting, FAQs, videos and case studies for potential apprentices and line managers. Further development of career pathways for critical roles being undertaken in each directorate - aligning these where possible to the new starter apprenticeship offer - ongoing. Review of organisation design options to create roles that support career pathways. Exploring apprenticeship options for key feeder roles e.g. customer services, business support. Ongoing review at Workforce Strategy Board.
EC07	Number of online customer transactions	FCS - Customer, Info & Digital	Luke Sayers	High	Q	200,200	185,935	47,803	41,292	89,095	185,400	↓	●	Measure definition amended for 2023-24 to remove reference to 3% increase year on year. The target remains unchanged. The number of transactions for Qtr2 represents 22.3% of the year's target of 185,400; which, when combined with digital transactions for Qtr1 (47,803) means that the cumulative total of 89,905 falls slightly short of the 6 month target of 92,700. Qtr4 generally records the highest number of online transactions; partly due to the launch of the garden waste collection service, in adition to winter weather related requests. Increased demand later in the year may therefore restore the balance .

CASE STUDY

Launchpad business support service

Rotherham Launchpad believe in empowering people to achieve their goal of creating their own business. Through a range of workshops, expert advice, and one-to-one support the launchpad can help businesses to reach their full potential. They work with people at any point in their journey, whether that's beginning, middle, or end.



Simon and Karen Athey came to the launchpad at the start of their journey and have recently opened Bright Optics Limited in Brinsworth.

Simon worked as an optician for 20 years, but he and his wife, Karen, had a vision to open their own opticians in their local community. It was important to the couple that their business offered a more personal feel, enabling them to connect with their clients to provide the best service possible. They had dreamt of opening their own store for years, but the perfect unit, in the right location, wasn't available until recently.

The pair made the first step in their journey when they reached out to Rotherham Launchpad. Since then, the launchpad have worked closely with them providing one-to-one support, online workshops and pointing them in the right direction so they could forge their own path. Freedom and flexibility are what the couple values the most about working for themselves, as they can stock a wide range of items unique to their customers.

Karen said: *"Rotherham Launchpad has been invaluable to our business journey and helped to build our confidence immensely. The people that run it are friendly, helpful, and extremely knowledgeable. It feels like you're talking to someone who really invests in you and your idea and wants to see it succeed as much as you do."*

Simon said: *"We know first-hand how nerve-wracking it can be to go through this process and quite literally hand over your hopes and dreams for your future, but after the amazing experience we've had, I say just do it. The team will be able to guide you in the right direction and help turn your business idea into your reality."*

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CASE STUDY

Official opening of Century 2 business incubation hub

A second business incubation hub has officially opened in Rotherham in November 2023. Rotherham Council has invested £5.4million to create 20 new workshops, 16 offices and two laboratories at Century 2 Business Park, Manvers.



Cabinet Member for Jobs and the Local Economy, Cllr Denise Lelliott, said: *"Our investment will create more better paid jobs and increase spending in the local economy as a result."*

"We're building on the existing success story at Manvers by creating a new vibrant workspace where more entrepreneurs and small businesses can get the support they need to grow. These are exciting times for small businesses who can tap into the specialist expertise offered by Rotherham Council."

Micro and start-up businesses will benefit from the high-quality serviced spaces now available at Rotherham Council's fifth business hub.

The neighbouring Century Business Park has supported over 400 businesses since it was set up 22 years ago.

Century 2 will feature a central reception and lettable conference facilities for large meetings and functions. Externally, the site will include car parking, cycle storage and electric car charging points.

A fabric first approach has been taken towards creating a more sustainable building and renewable heating will be incorporated within the office spaces via air source heat pumps.

The site is located just off the A6195, with links to M1 and A1. It will be managed by the Council's Rotherham Investment and Development Office (RiDO), which manages similar facilities across the borough.

Sarah Rimmington, a Director at independent travel agency SANS Travel and her three colleagues moved from working at their homes to the Century 2 business hub last month.

Sarah enthused: *"Business is absolutely booming. This place is cost effective and provides us with an excellent working environment. We've never looked back since moving in – it's perfect.*

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6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

"It's a new building with great facilities, easy to get to and has secure parking. The facilities are fantastic too. There's a Board Room if we need it, and a shower room if we want to bike or run to work.

"We're living our dream right now. We're happy what we're doing, offering fantastic customer service and bringing customer's dream holidays to life. We've expanded quicker than we thought possible and are just happy to be doing what we do best within our local community."

Assistant Director of Planning, Regeneration and Transport, Simon Moss, said: *"Century 2 is already home to a number of small businesses that are enjoying the benefits of working out of a purpose-built modern environment.*

"As a Council we're constantly striving to support local entrepreneurs and people thinking about launching their own business. Anyone wanting to know more about Century 2 or the opportunities open to them should give us a call or send us an email."







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6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

Our vision is to create a clean and welcoming environment across the borough, and in turn secure our natural environment for the next generation.

Outcomes – our ambition	How we will get there
• Increasing satisfaction with the cleanliness of the borough • Creating better transport systems for future generations • Reducing the risk and impact of flooding and other environmental emergencies • Contributing to reducing carbon emissions across the borough.	• Ensure our streets are clean by providing an effective response to fly-tipping and littering, and continually improving our approach to street cleaning • To continue to invest in our urban green spaces and country parks, maintaining our four Green Flag accredited parks, whilst aiming for additional accreditations • Complete masterplans for the borough's three country parks, with an ambition to enhance services provided at these parks, whilst improving the appearance, cleanliness and welcome of our green spaces • Work with regional partners to deliver public transport improvements such as a new Tram-Train stop at Magna, as well as longer term aims a railway station at Waverley and a new mainline station for Rotherham • Develop a new Cycling Strategy and invest in new cycleways across Rotherham • Continue the roll out of public charging points to make electric vehicles a more viable option for residents and visitors • Deliver flood alleviation projects and work with communities and businesses to develop flood resilience measures in the worst-affected areas • Deliver a renewable energy generation project by 2025 • Plant a minimum of 500 new trees every year • Encourage our suppliers to reduce their emissions through implementation of the Council's Social Value Policy • Support residents to access nationally available insulation grants to improve energy efficiency.

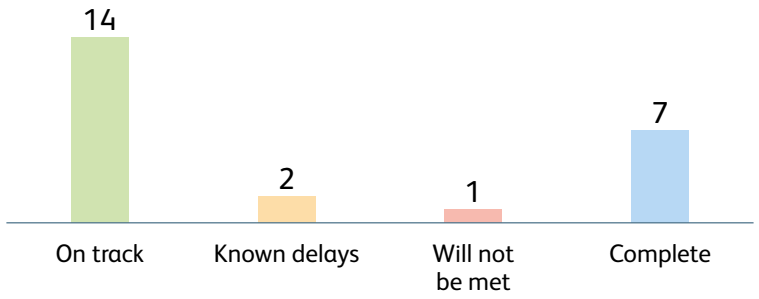
6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

HEADLINES – EVIDENCING OUR PROGRESS

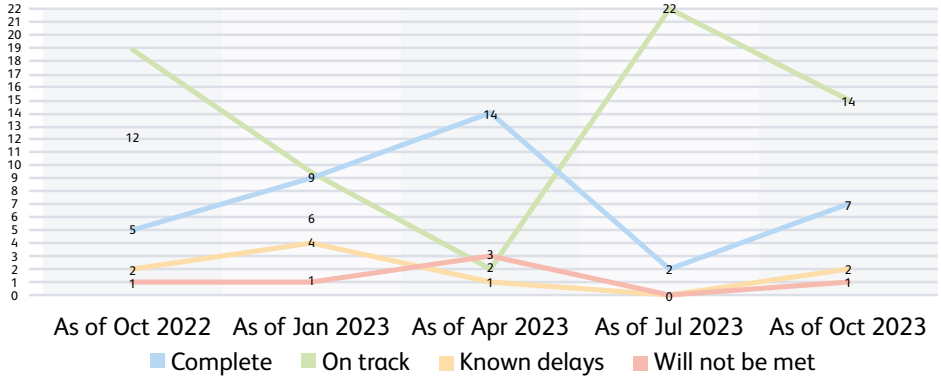
To provide evidence of delivery of the outcomes and commitments within this theme, there are eight headline performance measures and 19 priority actions/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

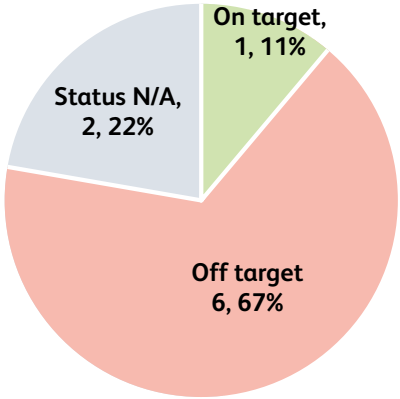


Year Ahead Delivery Plan Action Trend

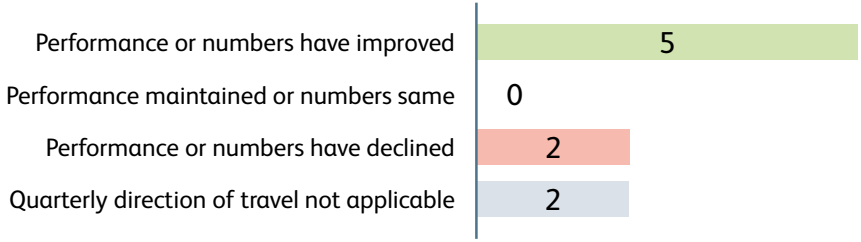


PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

NARRATIVE – THE BIGGER PICTURE

This theme aims to create clean and welcoming places across the borough, supporting environmentally friendly activity and initiatives that cut carbon emissions, helping to secure and preserve our natural environment for the next generation. Recent progress is outlined below.

Enhancements to street cleaning and weed removal across the borough are continuing. A new IT system was launched in June 2023 to improve the cleanliness of the borough by providing better performance monitoring, maximising resources, and improving how the public report and receive feedback on local issues. Data from the system is currently being gathered for analysis to understand how this can be used to enhance service provision and identify efficiencies. The Council has also procured a new Household Waste Recycling Service which commenced in October 2023. The new contract provides a number of benefits, including real living wage being paid across all sites, pop up HWRCs to reach the wider community, new operating equipment; signage and wider re-use provision. Furthermore, a trial for narrow access waste collection vehicles is currently taking place to ensure routes are fully optimised.

A total of 14 (nine fixed penalty notices, three small-fixed penalty notices and two successful prosecutions heard in Court) fly-tipping and 466 other environmental crime effective enforcement actions were taken between April 2023 and September 2023. Both performance measures are not currently at expected levels, and a performance clinic has taken place, as well ongoing monthly performance meetings with the service provider.

The masterplans at both Thrybergh and Rother Valley country parks are progressing, but behind schedule. These will bring a new café and visitor facilities at both Thrybergh Country Park and Rother Valley Country Park.

The delayed designs and costings are due to a further analysis of the components and materials, the full outcome of which will not be known until January 2024.

Delivery of significant projects as part of the Transforming Cities programme is continuing, aiming to create better and more sustainable transport systems. Sheffield Road cycleways construction commenced on 30 May 2023 which will create new segregated cycle tracks extending the existing route from the Sheffield City boundary near to the Magna Science Adventure Centre on the A6178 through to Rotherham Town Centre. Moor Road cycleways construction completed in July 2023 and Maltby bus corridor construction commenced in July 2023 to improve bus journey transport times and reliability.

The structural repair of the Centenary Way Viaduct remedial works scheme is delayed due to traffic management implications of construction. The new programme is to align with the completion of the Sheffield Road cycle route and the works on the M1 and the works are due to take place in summer 2024 for completion in Quarter 3 2024/25.

On Friday 20 and Saturday 21 October 2023, after experiencing heavy rainfall from Storm Babet areas of Rotherham sadly experienced flooding, affecting communities, businesses, and the environment. At locations within the Borough the River Rother burst its banks/overtopped and the River Don led to instances of flooding challenges at numerous locations. The impacts of the recent events are being reviewed and factored into the flood defence/ mitigation schemes which are scheduled to achieve ‘Shovel Ready’ status in 2023/24.

6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

Various actions are continuing to contribute to reducing carbon emissions across the borough. A Fleet Programme Officer has been appointed and is currently consulting with individual services to move the Fleet Replacement Plan forward. In addition, a trial has commenced of an alternative low carbon fuel known as 'Hydrotreated Vegetable Oil' in place of diesel across a sample size of 10 vehicles, which aims to deliver a 90% carbon reduction from emissions. If the trial is successful, this may be implemented across the wider fleet for vehicles that are not currently in the fleet replacement plan with the aim of improving borough wide emissions from council vehicles.

The ECO4-FLEX project is still proving very popular with residents in the borough to support residents who need help in applying for government grants and for residents needing support to improve their home's energy efficiency. The number of installers permitted to have ECO4-FLEX work signed off via the Council increased from four in August 2022, to ten as of September 2023. This now allows more domestic retrofit projects to be completed in the borough, resulting in the increased rate of decarbonisation of our private housing stock. Work has been signed off on 157 properties and 41 Community Energy Support Scheme household support projects since April 2023 and in the last 11 months the Council has saved residents approximately £3,507,592.40 in total across the 520 projects delivered.

In relation to renewable energy generation, a pre-planning application has been submitted on a potential site to confirm suitability for renewable energy generation.

Furthermore, approval was gained from Cabinet in October 2023 to progress to procurement for the Government Local Electric Vehicle Infrastructure (LEVI) funded scheme at Drummond Street car park. The scheme will provide solar photovoltaic canopy, ultra-rapid bays, rapid bays, fast bays, and standard bays.

YEAR AHEAD DELIVERY PLAN TRACKER

A cleaner, greener local environment					
Ref	**Outcome**	**Activity**	**Timescales for delivery**	**Status**	**Rationale for status**
5.1	**Increasing satisfaction with the cleanliness of the borough**	Implement a new IT system (Confirm), which will improve the cleanliness of the borough by providing better performance monitoring, maximising use of resources and improving how the public report and receive feedback on local issues.	Quarter 2	Complete	New IT system Confirm launched within grounds and streets service since 12 June 2023. The system provides a digital workflow for frontline staff reporting on bin cleansing operations and will soon be expanded to cover all of the grounds and streets function. Data is being gathered for analysis during quarter three to understand how the data can be used to enhance service provision. This will be used to identify efficiencies on each schedule, with the opportunity to change frequencies if required.
5.2		Procure a Household Waste Recycling Service.	Quarter 3	Complete	New contract with HW Martin commenced on the 31 October 2023 at all four Household Waste Recycling Centres (HWRCs). The new contract provides a number of benefits, including real living wage being paid across all sites, pop up HWRCs to reach the wider community, new operating equipment; signage and wider re-use provision. There are currently no issues with the mobilisation plan of the new contract.
5.3		Procure new narrow access vehicles and introduce a new narrow access waste collection round.	Quarter 3	On track	Narrow access business case draft completed and shared with procurement for review. The narrow access driver and loader are in post. Service running a trial of the narrow access route, and this will be optimised as part of a wider route optimisation project. A vehicle has been hired for trials whilst awaiting the purchase.

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5.4		Pilot a commercial waste recycling service.	Quarter 3	Complete	The pilot is now complete and business recycling is to be rolled out to all existing customers, both internal and external. This will include free paper and card collection business waste service until March 2024. New fees will be agreed for the full new chargeable business waste collections from April 2024.
5.5a)		Commence construction of the new Café and Visitor facilities at Rother Valley Country Park, supported by Levelling Up Fund. *(Also links to Every Neighbourhoods Thriving outcome and to maintaining Green Flag status as per Council Plan).*	Quarter 3	Known delays	Stage 4 designs will be complete January 2024. Delayed design and costing due to requirement for further analysis of the components and materials, the full outcome of which will not be known until January 2024.
5.5b)		Commence construction of the new Café and Visitor facilities at Thrybergh Country Park, supported by Levelling Up Fund. *(Also links to every Neighbourhoods thriving outcome).*	Quarter 3	Known delays	Delayed design and costing due to requirement for further analysis of the components and materials, the full outcome of which will not be known until January 2024.

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5.6 (a)	**Creating better transport systems for future generations**	Progress delivery of the Transforming Cities Fund and the Active Travel Fund programmes, including: a) Commence construction of the Sheffield Road Cycleway.	Quarter 2	Complete	Sheffield Road cycleways construction commenced on 30 May 2023.
5.6 (b)		b) Complete construction of the Moor Road, Manvers cycle route.	Quarter 1	Complete	A high quality, direct cycle route has been created between the A633 Manvers Way and Wath town centre, allowing residents and workers easy access between the key employment sites of Manvers and Wath-upon-Dearne, via Manvers Way. Moor Road cycleways construction completed in July 2023.
5.6 (c)		c) Commence construction A.631 Maltby bus corridor.	Quarter 1	Complete	Maltby bus corridor construction commenced in July 2023.
5.6 (d)		d) Complete construction of the Broom Road Active Travel Scheme	Quarter 4	On track	Broom Road active travel scheme due to complete January 2024.

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5.7		Complete structural repair of the Rotherham Council funded Centenary Way Viaduct remedial works scheme.	Quarter 4	Will not be met	Design progressing with some follow up minimal investigation works to aid the design development. Key issue around maximising the use of Network Rail possessions and discussions currently taking place. Due to the traffic management implications of the construction, the works are now scheduled to take place summer 2024 to coincide with the school holiday periods and completion by Quarter 3 2024/25. The programme has also been aligned with the completion of the Sheffield Road cycle route and the works on the M1.
5.8		Complete submission of the Outline Business Case (OBC) for Rotherham Mainline Station. *(Also links to expanding Economic Opportunities theme and outcome).*	Quarter 4	On track	Outline Business Case is being drafted with technical input from Network Rail, Transport for the North and Train Operating Companies, alongside a complementary Masterplan to help drive the strategic case and identify land acquisition, place making, land use and access. An analytical exercise regarding timetabling has been completed, to outline the level of service that can be designed into the station specification. This will drive both the economic and financial cases for the Outline Business Case. South Yorkshire Mayors Combined Authority are continuing to support. The Network North announcement from Government which effectively ceased the construction of HS2 will have significant implications for how the business case for the Mainline Station can be positioned.

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5.9		Work with regional partners, including South Yorkshire Mayoral Combined Authority (SYMCA), Transport for the North and Network Rail to deliver the Council's Transforming Cities Fund (TCF) programme funded public transport improvements, such as: • Progress construction of a new Tram-Train stop at Magna • Parkgate Link Road and Park & Ride TCF Scheme • Work with SYMCA to finalise the drafting the Outline Business Case for the new railway station at Waverley.	Quarter 4	On track	The Magna Tram-Train design is making good progress. Planning application due for submission November 2023, with start on site due March 2024. Parkgate works programme on track. Waverley Station Strategic Outlines Business Case approved, enabling the scheme to progress to Outline Business Case. Scheme named as scheme to be funded under Network North proposals.

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5.10 (a)	**Reducing the risk and impact of flooding and other environmental emergencies.**	Continue to progress 'Shovel Ready' flood defence/ mitigation schemes and complete Stage 2 (initial design work and engagement with third parties), including: a) Rotherham Renaissance	Quarter 3	On track	Work is continuing to reduce risk (from the River Don) through Rotherham Town Centre, Parkgate and Kilnhurst (including works at Kilnhurst primary school). Consultants are approaching the completion of several draft outline designs and reports for the preferred option. At the July 2023 Yorkshire and Regional Flood and Coastal Committee meeting, the Council bid for £1.9m of Local Levy funding was approved to support ongoing pre-construction development work.
5.10 (b)		b) Parkgate and Rawmarsh	Quarter 4	On track	Work is continuing. Of the £1.9m secured, £0.5m of this funding has been allocated for the Parkgate & Rawmarsh Flood Alleviation Scheme project.
5.10 (c)		c) Whiston Brook	Quarter 4	On track	Work is continuing, however flooding occurred in October 2023 from Storm Babet. Of the 1.9m secured, £0.5m of this funding has been allocated for the Whiston Brook Flood Alleviation Scheme project. In August 2023 an updated newsletter was distributed to the residents and business within the Whiston Brook catchment to update them on the current progress of the Flood Alleviation Scheme and to provide using information about flood risk.
5.10 (d)		d) Eel Mires Dike	Quarter 2	Complete	Completion date for Stage 2 (Initial design work and engagement with third parties) was Autumn 2023. Work is continuing in Laughton common, near Dinnington, however flooding occurred in October 2023 from Storm Babet.

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5.10 (e)		e) Catcliffe Pumping Station	Quarter 3	On track	Work is continuing, however a substantial number of residential properties flooded internally due to River Rother over topping during Storm Babet in October 2023. Of the £1.9m secured, £0.4m of this funding has been allocated for the Catcliffe Pumping Station project however, this will now be subject to full review following the recent flooding.
5.10 (f)		f) Culvert Renewal programme	Quarter 4	On track	The Council's longlist of culverts (pipes/structures which carry the watercourse) to be investigated for renewal have been CCTV surveyed and cleansed. Further work using the information from the surveys is being analysed to determine how flood risk can be reduced at several of the culvert locations. The estimated completion date for Stage 2 (Initial design work and engagement with third parties) is Winter 2023.
5.11	**Contributing to reducing carbon emissions across the borough**	Implement the fleet replacement plan including the procurement of 64 electric vehicles.	Quarter 3	On track	A fleet programme officer has been appointed and is currently consulting with individual services to move the plan forward. In addition, a trial has commenced of an alternative low carbon fuel known as 'Hydrotreated Vegetable Oil' in place of diesel across a sample size of 10 vehicles, which aims to deliver a 90% carbon reduction from emissions. If the trial is successful, this may be implemented across the wider fleet for vehicles that are not currently in the fleet replacement plan with the aim of improving borough wide emissions from Council vehicles.

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5.12		Identify suitable site(s) to develop low carbon energy generation plans as part of the Council's commitment to deliver a renewable energy project by 2025.	Quarter 4	On track	A pre-planning application has been submitted on a potential site to confirm suitability for renewable energy generation. Officers are currently reviewing the report to inform next steps, including exploring the impact of the new Biodiversity Net Gain legislation.
5.13		Support residents to apply for energy efficiency grants through the Energy Company Obligation (ECO4) programme and the Council's Community Energy Support Scheme (CESS) with at least: a) 600 ECO4 projects signed off b) 300 CESS household support projects completed.	Quarter 4	On track	The ECO4-FLEX project is still proving very popular with residents in the borough. The number of installers permitted to have ECO4-FLEX work signed off via the Council has now increased from four in August 2022 to ten as of September 2023. This now allows more domestic retrofit projects to be completed in the borough each month, resulting in the increased rate of decarbonisation of our private housing stock. Each of these new installers has been carefully screened by the Energy team and RMBC trading standards. The average funding per ECO4-FLEX project is currently at £6,745 per property. This has meant that in the last 11 months the Council has saved residents approximately £3,507,592.40 in total across the 520 projects delivered. Latest figures relating to project sign off: • 157 ECO4 projects signed off since April 2023. • 41 Community Energy Support Scheme household support projects since April 2023.

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5.14		Develop and agree an electric vehicle charging strategy.	Quarter 4	On track	A report on Rotherham Council Electric Vehicle Infrastructure Expansion was approved at Cabinet on 16 October 2023. The EV Infrastructure Strategy is currently being developed through the Council EV Infrastructure Working Group and is on track to be approved by Cabinet in March 2024.
5.15		Approve design for the Government Local Electric Vehicle Infrastructure (LEVI) funded scheme at Drummond Street car park (Scheme will look will provide: solar photovoltaic canopy, ultra-rapid bays, rapid bays, fast bays, and standard bays).	Quarter 4	On track	Approval has been gained from Cabinet on 16 October 2023 to receive the funding and progress procurement. The next stage will be to commence the procurement process. There are two design components for this programme, including the infrastructure design and the charger which will be managed by concession by a third party. The design will be specified in advance of the procurement process.

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A Cleaner, Greener Local Environment

Outcomes

- Increasing satisfaction with the cleanliness of the borough
- Creating better transport systems for future generations
- Reducing the risk and impact of flooding and other environmental emergencies
- Contributing to reducing carbon emissions across the borough

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24				Direction of travel	Progress against target	Notes
								QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	Yr to Date	TARGET			
EN01a	Fly tipping and environmental crime: a) Effective enforcement actions; fly-tipping	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	61	45	6	8	14	60	↑	✕	Target amended for 2023-24. Breakdown of 8 enforcement actions: 5 Fly Tipping FPN's 2 Small Fly tipping FPN's. 1 Prosecutions secured for Fly Tipping offenses A review is being carried out to see if the scope of this measure could be expanded to include in total: P52 (Failed to Produce Waste Transfer) current YTD - 0 P10 (Domestic Duty of Care - FPN) - current YTD - 1 P61 (Environmental Protection Act 1990 Section 47 Notice) - current YTD - 0 PF1 (Environmental Protection Act Section 59 Fly Tipping Notice) - current YTD - 6 AQK (Number of Vehicle Seizures) - current YTD - 0 Prosecutions secured for S33, S34, S87 and/or S88 breaches of the Environmental Protection Act - current YTD - 2 as they are all fly-tipping related enforcement actions. This metric measures FPNs issued specifically for fly tipping. Wider activities such as other FPNs, warnings issued in advance of prosecutions are all part of the work the council undertakes to combat enviro-crime.
EN01b	Fly tipping and environmental crime: b) Effective enforcement actions; other environmental crime (cumulative)	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	780	1245	150	316	466	1,500	↑	✕	Target amended for 2023-24. Enforcement actions taken against Enviro-crime in partnership with Kingdom (now LA Support) and Doncaster Council have seen an increase in Q2 figures, in comparison to Q1 which was 150. Recruitment and retention of enforcement staff remains a barrier to improved performance and plans to better communicate to residents the purpose and role of these officers and how their work fits with our aspirations for the borough is in development with the Comms team. Whether this will be enough to bring this measure back on track will need to be monitored carefully.
EN02	Proportion of waste sent for reuse (recycling and composting)	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	38.8%	38.5%	48.4%	43.7%	46.1%	45%	↓	✕	This is not an actual figure as the actual recycling rate figures are done 3-months in arrears in order for the service to collate the data / figures. NB -This is just % of kerbside waste that is collected for recycling, not overall recycling rates, so is purely driven by what residents put in their bins. Also please see official figures from Q1 Waste Dataflow: Recycling Rate – 48.4% % to Landfill – 0.4% Comms are doing a press-release as part of "Recycling Week" (17th - 23rd October) to encourage Rotherham residents to correctly recycle to reduce the amount of contaminated waste.

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 QTR 1 (Apr-Jun)	2023/24 QTR 2 (Jul-Sep)	2023/24 Yr to Date	2023/24 TARGET	Direction of travel	Progress against target	Notes
EN03	Number of official complaints relating to: a) street cleaning b) grounds maintenance c) waste management	RE - Comm. Safety & Street Scene	Sam Barstow	Low	Q	a) Street Cleansing 5 b) Grounds Maintenance 17 c) Waste Management 143 Total Complaints= 165	a) Street Cleansing 20 b) Grounds Maintenance 16 c) Waste Management 230 Totals Complaints = 266	a) Street Cleansing 4 b) Grounds Maintenance 1 c) Waste Management 58 Totals Complaints = 63	a) Street Cleansing 2 b) Grounds Maintenance 6 c) Waste Management 42 Total Complaints = 50	113	190	↑	✗	Measure definition amended for 2023-24 to remove reference to service requests. The target remains unchanged. 50 complaints were received in Q2, which is 13 less than received in Q1 (63). This means for four consecutive quarters the number of complaints has been decreasing. The measure is rated red as 4 quarters with similar levels of complaints would see the measure exceeding the Council Plan target of 190. The Waste Management service receives most complaints, and have conducted a review of complaints received. It was found that the trend is generally decreasing except for May 23 which saw a total of 26 complaints. This period did coincide with a period when a large number of new drivers and loaders took over routes where they may not have been familiar with rounds. The main themes identified as causing complaints, are being addressed by the service with new coaching documents and performance measures introduced.
EN04a	Overall carbon dioxide emission levels for the Council: a) Operational property portfolio decarbonisation, solar PV and other energy generation, street lighting.	FCS - Finance	Rob Mahon (Temporarily transferred from R&E)	Low	A	b. Mains Electricity 1,875.30 c. Natural Gas Heating 1,698.49 d. Streetlighting 1,383.63 f. Onsite Generation 4.09 Total = 4,961.51 %Annual Change - 4.15%	b. Mains Electricity 1,782.05 c. Natural Gas Heating 1,703.36 d. Streetlighting 1,266.74 f. Onsite Generation 0.28 Total = 4,752.43 %Annual Change - 4.21%	Not Available	b. Mains Electricity 1,782.05 c. Natural Gas Heating 1,703.36 d. Streetlighting 1,266.74 f. Onsite Generation 0.28 Total = 4,752.43 %Annual Change - 4.21%	Latest data for 2022/23 published Q2 2023/24. Data for 2023/24 will not be available until Q2 2024/25.	10% reduction by 2024	↑	✗	The status and DoT are based on the latest data for 2022/23 published Q2 2023/24. Greenhouse gas emissions from EN04a sources have decreased over the last three financial years, driven by Council activity and decarbonisation of the UK electricity system. Data for the 22/23 financial year indicates a 4.21% reduction in carbon emissions across the corporate estate, against an overall target of 18%. It is not expected that the 2023/24 target of a 10% reduction in emissions during the year can be achieved however the Council continues to carry out actions to reduce gas emissions. Alongside the decarbonisation of the grid, the Council has committed to decarbonising five Council buildings which will further reduce carbon emissions. Investigations are also underway with regards to the feasibility of 'sleeving power purchase arrangements' (PPA) as a potential source for our electricity, which allow customers to directly purchase renewable energy directly from the generator with reduced costs. A PPA would offer steep cuts in greenhouse gas emissions from the moment the contract commenced, though this project is still 'in concept' and would require funding and other approvals prior to implementation. Data will not be available for the period 2023/2024 until Q2 of 2024 when verified invoicing is available from our energy supplier.
EN04b	Overall carbon dioxide emission levels for the Council: b) Corporate fleet, grey fleet, EV charging infrastructure.	FCS - Finance	Rob Mahon (Temporarily transferred from R&E)	Low	A	a. Corporate Fleet 2,411.77 e. Grey Fleet 272.92 g. EV Charging 0.56 Total =2,685.25 %Annual Change = 1.59%	a. Corporate Fleet 2,390.29 e. Grey Fleet 381.31 g. EV Charging 0.47 Total = 2,772.07 %Annual Change = 3.23%	Not Available	a. Corporate Fleet 2,390.29 e. Grey Fleet 381.31 g. EV Charging 0.47 Total = 2,772.07 %Annual Change = 3.23%	Latest data for 2022/23 published Q2 2023/24. Data for 2023/24 will not be available until Q2 2024/25.	10% reduction by 2024	↓	✗	The status and DoT are based on the latest data for 2022/23 published Q2 2023/24. Greenhouse gas emissions from EN04b sources have increased over the last three financial years, driven by increasing business mileage since the end of COVID-19 social distancing restrictions. Data for 22/23 financial year indicates an increase of 3.23% against a target of 18% reduction. It is not expected that the 2023/24 target of a 10% reduction in emissions from fleet and EV infrastructure during the year can be achieved however the Council continues to carry out actions to reduce these types of gas emissions. Data for 23/24 will not be available until Q2 of 2024, however there are a number of programmes ongoing which will result in a significant reduction in greenhouse emissions from the Council's fleet if successful. The Council has committed to the replacement of 64 fleet vehicles with electric alternatives and a trial of ten vehicles with Hydrotreated Vegetable Oil (HVO) biodiesel is currently underway. HVO biodiesel is a 'drop in fuel' and would result in a significant cut in fleet emissions if implemented.
EN05a	Number of trees planted by the Council a) Number of Hectares	RE - Culture, Sport & Tourism	Polly Hamilton	High	A	9.4	21	0	0	0	5	♦	△	Measure defined as the number of hectares of land given to woodland creation. No planting will take place until Q3.
EN05b	Number of trees planted by the Council b) Number of trees	RE - Culture, Sport & Tourism	Polly Hamilton	High	A	22,139	2,397	0	0	0	500	♦	△	No planting will take place until Q3.
EN06	Proportion of council housing with an Energy Performance Certificate (EPC) rated C and above	ACHPH - Housing	James Clark	High	A	46.48% (Oct'21)	50.9%	51.2%	52.4%	51.9%	50.0%	↑	✔	Proportion of council housing with an Energy Performance Certificate (EPC) rated C and above = 52.76%. Average Energy Score for all dwellings is 69.02, which is Energy Rating Band C. Boiler installations up to 30th September 2023 have been imported into NEC and the recalculated ratings are included in these figures. There is still further work required to existing energy data where properties have had capital works that have, for example, improved loft, cavity and external insulation. Given the age of stock condition data (50%+ being 10 years old or more and that c7,000 EPC certificate are valid it is likley this may esult in the reported figure being restated by end of the financial year.

CASE STUDY

Construction of the Moor Road, Manvers cycle route

Cycling has a range of economic, health, wellbeing, traffic management and environmental benefits. The Council is committed to significantly increasing cycling in the borough. There are ambitious plans for a high-quality cycle network and infrastructure and a comprehensive Cycling Strategy has been developed.





A recent addition to the cycling network is the Manvers to Wath Cycle route. The project has been funded through the Department for Transport's Transforming Cities Fund, aligning to the objectives of the South Yorkshire Mayoral Combined Authority's Transport Strategy and Active Travel Implementation Plan.

The scheme itself is a high-quality, direct route between the A633 Manvers Way and Wath town centre, allowing residents and workers easy access between the key employment sites of Manvers and Wath-upon-Dearne, via Manvers Way. It links Manvers Way and Moor Road with a two-way cycle track, joining Moor Road at its northern end. It continues across Biscay Way, via a dedicated cycle crossing, and continues along the southern section of Moor Road to lead into Wath town centre.

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6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

Constructed from February to July 2023, it is a timely infrastructure contribution to the Dearne Valley Corridor, identified as both a growth area and as an area of transport poverty. Despite the employment opportunities, access to Manvers by public transport is poor. In addition to this, car ownership amongst many of the communities in the Dearne Valley, including Wath upon Dearne, is also low demonstrating a need for alternative modes of transport.

As well as facilitating connectivity, the scheme encourages residents to adopt active travel over car travel to lower the number of vehicles that use the road network and thereby reducing congestion and road safety risks.





Work to repaint and refurbish the blue Manvers Way Footbridge was also undertaken from July to November 2023, to coordinate the works, minimise disruption and control costs. The scheme was successfully delivered by the Council with money secured from the Department for Transport's Transforming Cities Fund by the South Yorkshire Mayoral Combined Authority.

6.6 THEME 6 – ONE COUNCIL

As a Council we have an important part to play in addressing the challenges faced and achieving better outcomes for the people of Rotherham. Our vision is to work with communities to deliver responsive and modern services that are easily accessible to all.

Outcomes – our ambition	How we will get there
• Effective customer services – residents know we mean what we say, are kept informed and can access the services they need in the way that suits them • Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers • Sound financial management and governance arrangements • Effective leadership, working with our partners to achieve better outcomes across the whole borough.	• Work with services, partners and communities to promote equality, celebrate diversity and ensure fairness for everyone • Communicate and engage with residents so that they feel informed about council services and how to access these • Work in an efficient, open, transparent and accountable way, in partnership with key stakeholders • Work to improve customer satisfaction, including by developing and implementing a new set of customer service standards.

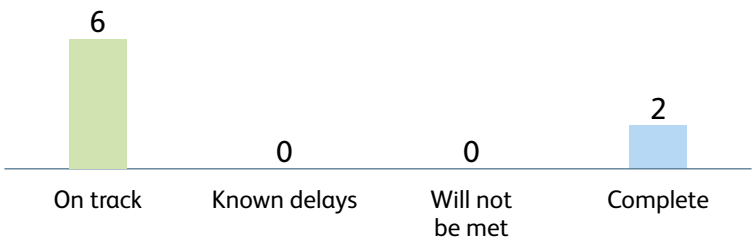
6.6 THEME 6 – ONE COUNCIL

HEADLINES – EVIDENCING OUR PROGRESS

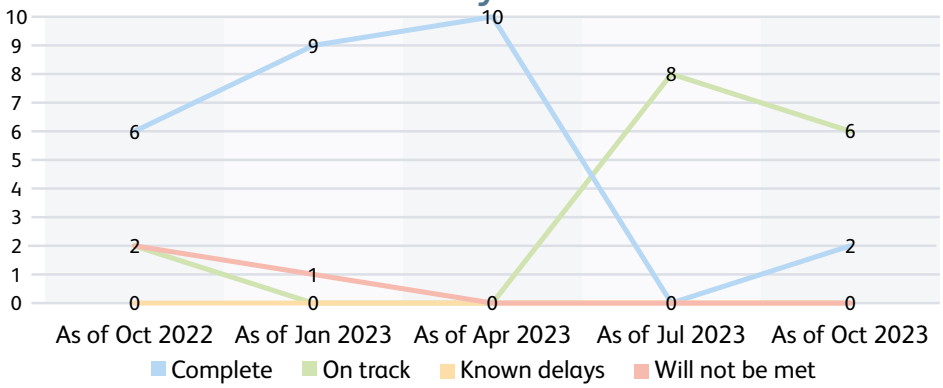
To provide evidence of delivery of the outcomes and commitments within this theme, there are 11 headline performance measures and 8 priority actions/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

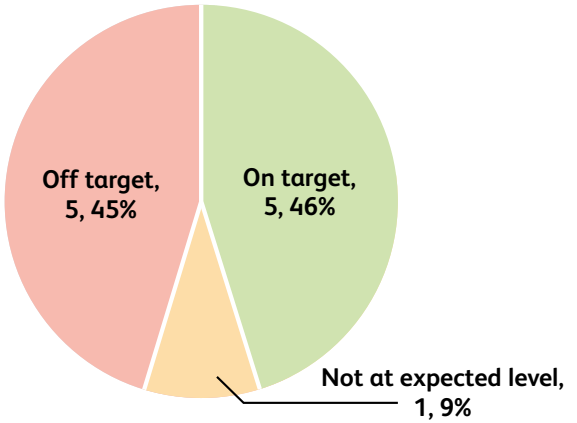


Year Ahead Delivery Plan Action Trend

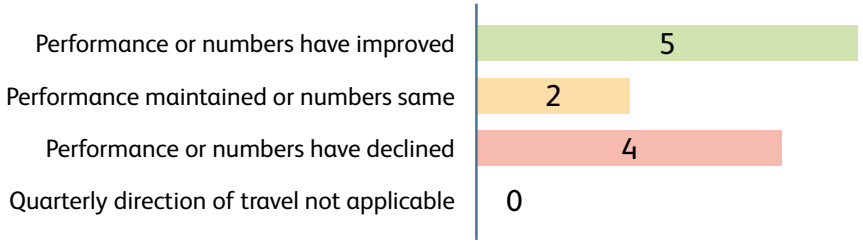


PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



6.6 THEME 6 – ONE COUNCIL

NARRATIVE – THE BIGGER PICTURE

The One Council theme is focussed around working with communities to achieve the Council's vision and deliver responsive and modern services which are accessible to all.

Since the last update, significant progress has been made on implementing the recommendations of Customer Services Peer review which was carried out by the Local Government Association (LGA). To date, all the actions have been completed for four of the recommended improvement areas and, for the remaining two improvement areas, the actions are 50% complete with all on target to complete by the end of March 2024. An Equalities Impact Assessment is also in place for the Customer Access Strategy.

In addition, call answering times in the Corporate Contact Centre remain well ahead of target and this is despite resource pressure in the second quarter. Increased capacity significantly increased the Contact Centre's ability to answer more calls more quickly and this has been supported by the call back facility, which continues to be an effective way to manage short bursts of peak demand. 5,000 people used this facility during Quarter 1, receiving a call back on average within 15 mins.

Performance in responding to complaints within timescales is just short of the target, 84% being answered in time, against a target of 85%. There has been significant improvement in the proportion of residents who feel that the Council keeps them informed (50% saying that the Council does this "very well" or "fairly well") as well as a significant increase in the proportion of residents who think that the Council acts on the concerns of residents (now 51% of residents think concerns are acted, compared to 42% last year). These figures are now very close to the national average for all local authorities.

The new Management Development Programme has now been launched and managers can express an interest in participating. The employee opinion survey was launched in November, with results expected in 2024. The proportion of Personal Development Reviews completed is currently higher than in the comparative period for 2022/23.

The new Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community. Targeted events are continuing to be held in our communities, to remove barriers to recruitment and enable the Council's workforce to reflect the population of the Borough more closely. The recruitment of a Senior Community Engagement Officer is now underway to support with this activity. The proportion of disabled employees exceeds the target, and the proportion of young employees (those under 25) is continuing to increase, whilst the proportion of Black, Asian and Minority Ethnic employees has remained constant.

Sickness absence levels have been decreasing, with covid having less of an impact on the rolling 12-month absence calculation. However, there has been a slight increase in sickness absence in Quarter 2. Additional support is being provided to managers and updated absence management information reports have bene issued. This is alongside absence management clinics, which are continuing to take place to advise and upskill managers. Absence data is also being shared with senior management to ensure effective oversight. Managing attendance is a standing agenda item at Workforce Strategy Board and regular deep dives are undertaken to identify common themes and share best practice.

6.6 THEME 6 – ONE COUNCIL

The LGA Corporate Peer Review is now complete. The LGA Corporate Peer Challenge Team visited the Council in June 2023, and their report, along with an agreed action plan, was considered at Cabinet on 18 September 2023. During their time in the borough the Peer Team had more than 40 meetings, with more than 100 members, staff and partners regarding the Council. A progress review visit from the LGA is scheduled to take place in December 2023.

The Council produced and published its draft accounts for 2022/23 on time. The Council's external audit has commenced although the auditors have indicated that, due to their own resource issues, there may be a delay in certification of the accounts and the VFM conclusion.

Quarterly Strategic Partnership Group meetings have continued through the period with the first the first full meeting held in June 2023 and the second in September 2023. Two stakeholder events to promote collaborative working across agencies and progress the Rotherham Together Plan are planned in the year, the first was held in September 2023 and the second event is due to be held in March 2024.

The Member Development Programme is continually refreshed, and regular updates scheduled covering the 'Need to Know' sessions. Members are regularly asked what they would like to see included in the Member Development Programme particularly to aid delivery of ward priorities and to support them in their Neighbourhood Leadership role. Member Sessions are now normally delivered via Teams to aid attendance at each session by as many members as possible although there are a handful of sessions delivered physically during October/November 2023 due to the nature of the session being delivered e.g. Trauma Matters Training, CPR/Defibrillator Training. Equality Impact Assessment to be completed by Quarter 3.

Mid-Term Reviews are being implemented on a tranche basis, with the newly elected cohort of Members from 2021 offered the first opportunities for a review. Work is now taking place to ensure that the themes arising from discussions relating to development and supporting delivery of Ward Priorities are being captured in the Member Development Programme and the proposed Member Induction Programme for 2024.

Furthermore, feedback from Members is being captured regarding learning and development requirements to help shape the draft 2024 Member Induction Programme.

6.6 THEME 6 – ONE COUNCIL

YEAR AHEAD DELIVERY PLAN TRACKER

One Council					
Ref	**Outcome**	**Activity**	**Timescales for delivery**	**Status**	**Rationale for status**
6.1	**Effective customer services – residents know we mean what we say, are kept informed and can access the services they need in the way that suits them.**	Implement the findings from the Local Government Association (LGA) Customer Services Peer Review.	Quarter 4	On Track	All actions completed for four out of six recommended improvements. Of the remaining two, both are more than 50% complete with all on target to complete by March 2024.
6.2	**Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers**	Launch new management development programme.	Quarter 1	Complete	The management development programme has been developed and was officially launched in November 2023, with managers being able to express an interest in participating.

6.3		Deliver the Employee Opinion survey for 2023.	Quarter 3	On track	Provider has been procured and has been launched in Quarter 3. Deadline for completion by staff is 15 December 2023.
6.4		Undertake targeted events and campaigns to engage with residents to remove barriers to recruitment and ensure employment opportunities are maximised.	Quarter 3	On track	Recruitment of Senior Community Engagement Officer is underway to support with this activity is on track for completion for Quarter 3.
6.5	**Sound financial management and governance arrangements**	LGA Corporate Peer Challenge to review the capacity, governance, leadership, and finances to deliver on the Council's ambition.	Quarter 2	Complete	Now complete. The LGA Corporate Peer Challenge Team visited the Council in June 2023, and their report along with an agreed action plan was considered at Cabinet on 18 September 2023. Although the Corporate Peer Challenge has now been undertaken, work is continuing to ensure that the action plan is completed in an appropriate timescale. A progress review visit is scheduled to take place in December 2023.
6.6		Gain an unqualified audit opinion on the Council's Statement of Accounts and a positive Value for Money assessment outcome.	Quarter 4	On track	The Council has produced draft accounts on time and has published them. The Council's external audit has commenced although Grant Thornton have indicated that, due to their own resource issues, there may be a delay in certification of the accounts and VFM.

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6.7	**Effective leadership, working with our partners to achieve better outcomes across the whole Borough**	Facilitate quarterly Strategic Partnership Group meetings and undertake two stakeholder events to promote collaborative working across agencies and progress the Rotherham Together Plan.	Ongoing – Quarter 4	On track	Quarterly meeting established with the first the first full meeting held in June 2023 and the second in September 2023. The first of the two stakeholder events was held in September 2023. The second event is due to be held in March 2024.
6.8		Refresh the member development process using the member development survey and member personal development plans.	Quarter 3	On track	The Member Development Programme is continually refreshed, and regular updates scheduled covering the 'Need to Know' sessions. Members are regularly asked what they would like to see included in the Member Development Programme particularly to aid delivery of ward priorities and to support them in their Neighbourhood Leadership role. All Member Sessions are now delivered via Teams to aid attendance at each session by as many members as possible although there have been a handful of sessions delivered or are set to be delivered physically during October/November 2023 due to the nature of the session being delivered e.g. Trauma Matters Training, CPR/Defibrillator Training.

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One Council

Outcomes

- Effective customer services – residents know we mean what we say, are kept informed and can access the services they need in the way that suits them
- Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers
- Sound financial management and governance arrangements
- Effective leadership, working with our partners to achieve better outcomes across the whole borough

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 QTR 1 (Apr-Jun)	2023/24 QTR 2 (Jul-Sep)	2023/24 Yr to Date	2023/24 TARGET	Direction of travel	Progress against target	Notes
OC01	Proportion of complaints closed within timescales	ACEX - Policy, Perf & Intell.	Fiona Boden	High	Q	85%	85%	91%	80%	84%	85%	↓	✗	Performance has declined in Quarter 2 in comparison to Q1 2023-24 and Q2 2022-23 and the Council Plan target has not been achieved. The year to date figure is however 84% and only slightly off the 85% target.
OC02a	Satisfaction: a) The proportion of residents who feel that the Council keeps them informed	ACEX - Comms. & Marketing	Emma Hollingworth	High	A	50%	48%	Not Available	50%	50%	>50%	↑	✓	50% of Rotherham respondents in 2023 said that the Council keeps residents 'very well' or 'fairly well' informed about the services and benefits it provides. This is lower than the most recent national result (55%) and the same as the average percentage across all Rotherham surveys (50%). Younger respondents (aged 18-24) were more likely than older people to think that the Council keeps residents well informed.
OC02b	b) To what extent do you think that the Council acts on the concerns of local residents	ACEX - ACEX	Emma Hollingworth	High	A	48%	42%	Not Available	51%	51%	>48%	↑	✓	51% of respondents in Rotherham answered positively when asked about the extent to which the Council acts on the concerns of residents (i.e. 'a great deal' or 'a fair amount'). This is the joint highest response across all surveys and similar to the national result (52%). Locally there was an increase of 9% in satisfaction levels between 2022 and 2023. Respondents aged 18-24 were most likely to think that the Council acts on the concerns of local residents (82% responded positively) whilst those aged 55-64 were least likely to have this view.
OC03	Average customer wait time to corporate contact centre (in minutes)	FCS - Customer, Info & Digital	Luke Sayers	Low	Q	Not available - New measure for 22/23	6 mins 8 secs	2 mins 54 secs	2 mins 31 secs	n/a	6 (Quarterly target)	↑	✓	Performance against Council KPI OC03 (6 minutes average customer wait time to corporate contact centre per quarter) achieved Although Qtr2 included a peak period of leave (summer school holidays), the increased capacity significantly increased the contact centre's ability to answer more calls more quickly. The call back facility continues to be an effective way to manage short bursts of peak demand - 5,000 people used this facility during Qtr1, receiving a call back on average within 15 mins.
OC04	Number of council working days lost to sickness per full time equivalent post	ACEX - HR	Tony Bryant (Interim)	Low	Q	13.57	12.79	12.51	12.63	12.63	10.30	↓	✗	The 10.3 days lost per FTE target is based on benchmarking by the CIPD of public sector organisations with over 5000 employees, reflecting absence levels in similar sized organisations in the public sector. Sickness absence levels have been decreasing, with covid having less of an impact on the rolling 12 month absence calculation, additional support provided to managers and updated absence management information reports, however these increased slightly in Quarter 2. Absence management clinics are continuing to take place to advise and upskill managers. Absence data is also being shared with senior management to ensure effective oversight. Managing attendance is a standing agenda item at Workforce Strategy Board and regular deep dives are undertaken to identify common themes and share best practice.
OC05	The proportion of completed annual staff performance development reviews	ACEX - HR	Lily Hall	High	Q	78.6%	96.5%	9.4%	67.8%	67.8%	95%	↑	●	The proportion of PDRs completed is currently higher than Q2 2022-23. DoT based on comparison to Q2 2022-23. Expected that the target will be achieved by year end.
OC06a	Diverse workforce: a) Overall proportion of disabled employees	ACEX - HR	Tony Bryant (Interim)	Rep. of borough	Q	9.3%	9.7%	9.9%	9.9%	9.9%	9%	→	✓	Currently on track to achieve year end target. The new Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community.

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 QTR 1 (Apr-Jun)	2023/24 QTR 2 (Jul-Sep)	2023/24 Yr to Date	2023/24 TARGET	Direction of travel	Progress against target	Notes
OC06b	b) Overall proportion of Black, Asian and Minority Ethnic employees	ACEX - HR	Tony Bryant (Interim)	Rep. of borough	Q	4.7%	4.5%	4.5%	4.5%	4.5%	5.4% (2023-24) 6.3% (2024-25)	→	✗	Incremental target for 2023-24. Seek to achieve 6.3% working age population in the borough by 2024-25, ONS Census. The new Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community.
OC06c	c) Proportion of workforce under 25	ACEX - HR	Tony Bryant (Interim)	Rep. of borough	Q	4.2%	2.9%	3.1%	3.3%	3.3%	3.8% (2023-24) 4.6% (2024-25)	↑	✗	Incremental target for 2023-24. Benchmark LGA Average in Local Government December 2021. The new Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community.
OC07a	Council tax and business rates collected: a) Proportion of Council Tax collected in the current financial year compared with other Met Councils	FCS - Finance	Rob Mahon	High	Q	97.42%	97.01%	27.05%	53.08%	53.08%	Top Quartile	↓	✔	The final collection performance for 22/23 of 97.01% was a 0.41% decrease on 97.42% reported in 21/22. Performance had been impacted by tax payers being affected by increases in the the cost of living, the large proportion of Council Tax staff time taken up dealing with the Energy Rebate work rather than collecting Council Tax and a high level of vacancies on the team. The target of Top Quartile Metropolitan Council was however achieved with Rotherham being 5th best Metropolitan Council. Collection rates are down on last year while recovery notices issued are up, which may be as a result of the cost of living increase. DoT based on comparison to with Q2 performance in 22-23.
OC07b	b) Proportion of business rates collected in the current financial year compared with other Met Councils	FCS - Finance	Rob Mahon	High	Q	97.40%	97.10%	27.05%	52.90%	52.90%	Top Quartile	↓	✗	The final collection performance for 22/23 of 97.10% was a 0.30% decrease on 97.40% reported in 21/22. The target of Top Quartile Metropolitan Council was not achieved with Rotherham being 18th best Metropolitan Council for Non Domestic Rates collection. Performance last year was affected by the cost of living crisis putting additional pressures on businesses. Additionally, over recent years the introduction of a number of different reliefs for Business Rates has affected each council differently based on the make up of their business rates portfolio with some councils in 22/23 seeing large increases in collection rates (eg Walsall 26th best to 2nd best) and some with large reductions (Knowsley 2nd best to 31st). Collection rates are down on last year while recovery notices issued are up, which may be as a result of the cost of living increase. DoT based on comparison to with Q2 performance in 22-23.

CASE STUDY

Independent Corporate Peer Challenge conducted by the Local Government Association (LGA) praised Council improvements

The independent LGA peer challenge team visited Rotherham in June 2023 and gathered information from staff, elected members and partners. The team was made up of leading local government figures, including former Rotherham Commissioner Mary Ney.

A final report published in September 2023 stated that the Council is 'in a very good place'. It recognised that the Council had undergone an impressive transformation, saying; 'It is ambitious and has well-established and robust foundations, along with several notable and commendable practices that other councils can learn from.'

The report praised the Council's staff, saying; *'The peer team met some really good quality staff from across the Council. They were motivated, dedicated and determined to deliver the best outcomes for residents. They knew the priorities of the Council and wanted to do their best to deliver against them.' It also noted 'excellent and effective Member (councillor) and officer relationships built on mutual trust.'*



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6.6 THEME 6 – ONE COUNCIL

The authors noted the significant investment secured, seen through the extensive £610m investment programme, the stable financial position and clear ambition and plan to achieve an 'outstanding' rating in future OFSTED assessments for children's services.

The report concluded that 'Rotherham Council serves the town well and is today an impressive organisation.'

The report made a number of recommendations for further development, including celebrating achievements, and using the investments already underway to attract private sector investment at scale to support a more inclusive economic future. In response to the report, an Action Plan was developed and approved by Cabinet in September 2023.

Councillor Chris Read, Leader of Rotherham Council, said: *"The report is testament to the hard work that council staff and elected councillors have been undertaking over the last few years; determined to improve the Council and the services it provides to residents, even at a time when funding has been taken away from us in a way councils have never seen before. Based on hundreds of conversations with our staff and partners, as well as examining our data and how it compares to other councils, it provides an important independent assessment of how far we have come. But it is also points us in the right direction for the future and continuing to create more opportunities for our residents."*

Sharon Kemp, Chief Executive at Rotherham Council, said: *"The Corporate Peer Challenge provided the opportunity to gain an external view on what is working well as well as to consider our plans and ambitions going forward. So many people work so hard for our community, week in and week out, often in difficult circumstances, so it's great to see our brilliant Council staff receiving this feedback from experts from across the country, including from Mary Ney who has known Rotherham right back to the 2014 inspection. Over the coming weeks and months we will be considering how we best use the feedback to continue to improve."*

This endorsement came on the back of the Council being named the 'Most Improved Council' in the country at the Local Government Chronicle (LGC) Awards in 2022.

The peer challenge team considered five themes, which form the core components of all Corporate Peer Challenges: local priorities and outcomes, organisational and place leadership, governance and culture, financial planning and management, and capacity for improvement.

The Corporate Peer Challenge Cabinet Report is available on the Council website **here**.

Ref: 87654 / DECEMBER 2023

Appendix 2

PART B – Equality Analysis Form

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

This form:

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

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

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

1. Title	
Equality Analysis title: Council Plan and Year Ahead Delivery Plan 2022-25 Mid-Year Report for 2023-2024	
Date of Equality Analysis (EA): November 2023	
Directorate: Assistant Chief Executive	**Service area:** Policy, Performance and Intelligence
Lead Manager: Simon Dennis	**Contact:** simon.dennis@rotherham.gov.uk
Is this a: [x] **Strategy / Policy** [ ] **Service / Function** [ ] **Other** **If other, please specify**	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance		
Name	**Organisation**	**Role (eg service user, managers, service specialist)**
Tanya Lound	Rotherham Metropolitan Borough Council	Corporate Improvement and Risk Officer
Simon Dennis	Rotherham Metropolitan Borough Council	Corporate Improvement and Risk Manager
Steve Eling	Rotherham Metropolitan Borough Council	Policy and Equalities Manager
Michael Homes	Rotherham Metropolitan Borough Council	Partnership Officer
Leonie Wieser	Rotherham Metropolitan Borough Council	Policy Officer
Florence Drew	Rotherham Metropolitan Borough Council	Corporate Improvement Officer

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

Aim/Scope (who the Policy/Service affects and intended outcomes if known)
This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

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

The Year Ahead Delivery Plan sits alongside the Council Plan. To ensure delivery of the Council Plan, the annual Year Ahead Delivery Plan runs until March 2024 and, following a review will be updated for the 2024-25 financial year. This is the first mid-year progress report to Cabinet for the 2023-24 financial year.

The report focuses on progress made in delivering the 98 priority actions/milestones contained within the Year Ahead Delivery Plan and the 66 headline performance measures that best demonstrate progress in achieving the 26 key outcomes. It also brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate our impact.

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

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

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

Population

- Population estimates indicate that the borough is becoming increasingly diverse with significant international migration, mainly from other EU countries. Based on the 2021 census, the proportion of residents from ethnic minority communities increased from 8.1% in 2011 to 11.7% in 2021. Ethnic diversity is most evident amongst young people illustrated by the 20.5% of school pupils who were from ethnic minority groups in 2023. The Pakistani community is the second largest ethnic group in Rotherham after White British, with 3.8% of residents in 2021 and 6.3% of school pupils in 2023.
- Rotherham's ethnic minority population is very concentrated in the inner areas of the town (in Boston Castle/Rotherham East and Rotherham West wards 63.3% of residents are from ethnic minority communities) whilst the outer areas were 95.3% White British in 2021. 42% of residents from ethnic minorities live in areas that are amongst the 10% most deprived in the country and for some groups the figure is higher. This compares with the Borough average of 19.5%.
- The population is ageing; Rotherham has 52,228 people aged 65 years or over or 19.6% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.

Economy

- Rotherham has a polarised geography of deprivation and affluence with the most deprived communities concentrated in the central area whilst the most affluent areas are to the south, although the overall pattern is complex.
- Rotherham is one of the 20% most deprived areas in England with 13,836 children living in "absolute poverty" 2020/21.
- The inequality in the pay gap between men and women is substantial. According to the 2023 ONS Annual Survey of Hours and Earnings full-time male workers in Rotherham earn £8,881 more than full-time female workers, on average (median gross annual pay). This means women's pay in Rotherham is only 75% of men's pay, compared with 85% nationally.
- In the consultation for the Council Plan, 45% of respondents stated there were not enough job opportunities in their area, as opposed to 19% who stated there were enough. Those with no disabilities were more likely to state there were enough job opportunities in their area (21%) than those with disabilities (15%), with female respondents more likely to be unsure about the opportunities (37%), than men (32%).

Health and wellbeing

- Rotherham had 56,177 people with a limiting long-term health problem or disability in 2021, with 9.8% saying this limits their activity a lot, compared with the average of 7.3% in England. Although there have been health improvements, health inequalities remain and in some cases are widening.
- Health inequalities are also significant, both between the borough and the national average and between the most and least deprived communities in Rotherham. In addition to these factors, the COVID-19 pandemic has exacerbated existing inequalities, with the most disadvantaged communities being hit the hardest.
- In the Council Plan consultation, in response to the question on what would have the biggest positive impact on wellbeing and quality of life, men (30%) and those without a disability (27%) were more likely to state environmental improvements (23% overall), while more women and those with a disability stated 'More things to do in the community' (16% women, 22% with disability, 13% overall). Male respondents (14%) and those with a disability (12%) were also more likely to state 'improved working conditions' as factors (8% overall).

Neighbourhoods

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

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

Resident Satisfaction Survey

The Council Plan includes eight performance measures from the Resident Satisfaction Survey. The 2023 results included:

- **Satisfaction with Local Area as a Place to Live** – 82% of respondents in reported feeling 'very satisfied' or 'fairly satisfied' which is just above the average (80%) recorded level across all waves. Adults aged 45-54 were the *least* likely to report being 'satisfied' (74%). People aged 18-24 years and aged 65+ are the *most* likely to be satisfied with their local area (91% and 84% respectively).
  Satisfaction with Rotherham as a Place to Live – 65% of respondents said that, overall, they were 'very' or 'fairly' satisfied. This was above the average across all of the previous surveys (61.5%), although there has been considerable fluctuation between waves. Respondents aged 18-24 were most likely to feel satisfied with Rotherham as a place to live, with 73% satisfied. Respondents aged 45-54 had the lowest level of satisfaction with Rotherham as a place to live, with only 59% satisfied. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 45-54.
- **Feelings of Safety** – 92% of respondents in Rotherham said they felt 'very safe' or 'fairly safe' during the day when outside in their local area (higher than the figures observed nationally at 90%). 62% reported the same feelings of safety after dark, lower than the figures observed nationally (71%). There was a significant difference between men and women's feelings of safety after dark in the Rotherham survey, with 71% of men reporting feeling 'very safe' or 'fairly safe' compared to only 54% of women. Young people aged 18-24 are most likely to feel safe after dark and those aged 25-34 least likely to feel safe. People with low skilled, manual occupational backgrounds are least likely to feel safe.
- **Feelings of Optimism** – 56% of respondents reported feeling 'very optimistic' or 'fairly optimistic' about the future of Rotherham as a place to live, above the 54% average across all surveys. People aged 25-34 were the most likely to be optimistic about the future of Rotherham as a place to live (70%) and men were more optimistic than women overall. Fewer respondents felt as positive about the future of Rotherham town centre (27% felt 'very optimistic' or 'fairly optimistic') as they did about the future of the wider borough. This is above the average of 23% across all nine surveys, and the joint highest result since the question was first asked in June 2017. 40% of respondents were not optimistic at all about the town centre. Young people aged 18-24 years were the most optimistic about the future of Rotherham town centre (44% were optimistic), whereas people aged 55-64 were most likely to not be optimistic. There is no comparable national data for these questions.
- **Keeping Residents Informed** – 50% of Rotherham respondents said that RMBC keeps residents 'very well' or 'fairly well' informed about the services and benefits it provides. This is lower than the most recent national result (55%) and the same as the average percentage across all Rotherham surveys (50%). Younger respondents (aged 18-24) were more likely than older people to think that the Council keeps residents well informed. It

should be noted that this measure covers not only corporate communications but could also refer to face to face or any other types of council touchpoint that the customer experiences.

- **Responsiveness of Rotherham MBC** – 51% of respondents in Rotherham answered positively when asked about the extent to which RMBC acts on the concerns of residents (i.e. 'a great deal' or 'a fair amount'). This is the joint highest response across all surveys and similar to the national result (52%). Locally there was an increase of nine percentage points in satisfaction levels between Waves 12 and 13. Respondents aged 18-24 were most likely to think that the Council acts on the concerns of local residents (82% responded positively) whilst those aged 55-64 were least likely to have this view.

Council Plan data Quarter

- The Council Plan includes three performance measures which aim to create a diverse workforce and quarter data includes within the report states:
  - Overall proportion of disabled employees – 9.87% against a year-end target of 9%
  - Overall proportion of Black, Asian and Minority Ethnic employees – 4.45% against a year-end target of 5.4%
  - Proportion of the workforce under 25 – 3.29% against a year-end target of 3.8%.

  The targets are designed to drive the Council towards having a workforce that better reflects the diversity of the Borough. The new Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community.

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

Promoting equality, celebrating diversity, and ensuring fairness for everyone runs throughout all the themes in the Council Plan and Year Ahead Delivery Plan and updates are now obtained from directorates in relation to actions being taken to consider equality, diversity, and inclusion (EDI) for each of the Year Ahead Deliver Plan actions. EDI has also been built into the case study templates for officers to obtain specific examples.

However, some updates are still lacking detail with regards to actions/activities to gain a better understanding of communities and the equality data being collected and used to better inform activities, along with gaps. It therefore remains unclear for some areas, how outcomes for different communities and protected characteristic groups are being improved.

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

Progress updates on the Council Plan Year Ahead Delivery Plan are produced on a quarterly basis (twice internally and twice publicly in January and July). Public updates are reviewed by Cabinet and Scrutiny and are available online. The update reports to Cabinet and Scrutiny include progress in relation to actions within the Year Ahead Delivery Plan, as well as performance relating to a suite of key performance measures and case studies.

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

Engagement undertaken with customers. (date and group(s) consulted and key findings)	To help inform the priorities and actions in the Council Plan, various consultation exercises took place between August and September 2021. There were over 1,300 interactions

	across all engagement methods. The consultation was part of an ongoing dialogue between the Council and members of the public. Customers are consulted and engaged in different ways by services when delivering the Year Ahead Delivery Plan activities. The performance measures monitored include resident satisfaction and a resident satisfaction survey is conducted annually in June. In June 2023, a statistically representative random sample of 501 Rotherham residents (aged 18 or over) was polled mainly by landline telephone using quotas set by age and gender. The data was further weighted to reflect the age, gender, and social grade profile of Rotherham. This ensures that the sample is as representative of adults in the borough as possible as there is often a bias in the profile of people who respond to any survey. See results from 2023 survey above. Some performance measures are also based on customer perceptions in relation to the quality of the service received.
Engagement undertaken with staff (date and group(s)consulted and key findings)	Engagement with staff was undertaken through directorates contributing to writing the report informing us of progress made on actions/milestones that applied to them. Staff also provided performance data and contributed to the gathering of case studies used in this report. Throughout the development of the report, Cabinet Members are briefed. Furthermore, the headlines are shared with the Assistant Director Group and Strategic Leadership Teams. Wider Leadership events and staff briefing sessions also include highlights in relation to the process being made.

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)
How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance) Equalities is cross cutting throughout the Council Plan and Year Ahead Delivery Plan. Of the five guiding principles, two in particular aim to meet residents' and communities' differentiated needs: • Expanding opportunities for all • Working with our communities

Expanding opportunities encompasses the Council's essential priority to tackle inequality striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. To complement this approach, 'working with our communities' ensures that to achieve the best outcomes for local people, local residents are involved in the things that matter to them and services are designed based on input from those who use them. This will enable service users to take an active role in improving access to services, highlighting any barriers for those sharing protected characteristics in designs and services, making sure that specific needs are met.

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

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

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

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

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

Within **five themes of the Council Plan**, a series of universal offers are aimed at all of Rotherham's residents, while several actions are specifically aimed at tackling inequalities and issues of access. The following expands both on the universal and the targeted offers within each theme.

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

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

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

- 25 Ward Plans produced and published - Borough-wide and local VCS organisations and groups representing communities with protected characteristics were invited to contribute the priorities. Census data and other equalities data also used to inform the priorities and reports to Council include case studies illustrating the impact of neighbourhood working

- Currently appointing to a position which will be responsible for implementing a new model of equalities engagement and to build stronger networks and connections with communities
- Following the completion of an open process in accordance with the Rotherham Compact, a lead partner has been appointed and undertaken a stakeholder engagement exercise to inform the co-design of the new infrastructure contract
- Thurcroft's library and neighbourhood hub reopened in November 2023 following an extensive refresh. The facilities now offer improved accessibility and provide more opportunities for people to benefit from the library and its services, whilst also providing a new flexible space for activities and events
- Number of cultural events have been held in various locations across the Borough. All events consider equalities including translation services and BSL for entertainment activities. Other examples include ensuring that artists and performers appropriately reflect the demographics for each event and provision at all events for disabled visitors
- Rotherham Show in September 2023 continued to be hugely popular free event for everyone to enjoy, attracting approximately 88,000. This year, there was a sensory area to provide a calming space for neurodiverse and disabled adults and children, delivered in partnership with Sense and mobility access was improved, with an increased number and range of mobility scooters available. The show received a 97% satisfaction rating from survey responders. A commissioned survey from QA also showed that families were the biggest audience, and visitors were made up of 69% Rotherham residents and 31% Outside visitors. The ethnic group split of visitors this year was 79% White British, 8% Asian or Asian British, 7% Black British and 3% Mixed heritage, which is a large shift from last year's audience being 91% White British
- Improved accessibility at Rosegarth shopping parade, Aston following works which completed in July 2023, as part of the Council's Towns and Villages Fund. The area now boasts improved accessibility to the shops, through new steps and ramp access. New paving and footway improvements make it easier for residents and businesses to access the shops, which line the parade. Detailed consultation has taken place on all Towns and Villages fund projects that have equalities implications. These have mainly focused on accessibility, where existing layouts have been improved to meet current best practice.

People are safe, healthy and live well
Actions in this area are aimed at protecting everyone's physical and mental health, while focusing on the most vulnerable.

Within the priority for people to feel empowered, safe and live independently for as long as possible, actions focus on people with learning disabilities and their carers, independent living and adult social care ensure that the needs of these vulnerable groups are prioritised. Notably, in this area, a range of engagement and co-production exercises have been undertaken or are ongoing, with a range of diverse communities, to ensure that their views are taken into account in service design and delivery and their needs are met., This is central to improving accessibility and enabling inclusive services.

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

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

- A new public health improvement and prevention campaign has been launched to provide advice on areas such as smoking, tobacco control, food and physical activity. Engagement with local people has been critical as part of the development of the campaign, and has included targeted work to reach those living in the most deprived communities of the

borough. Sessions were also held to ensure that the views of specific target communities were captured, including ethnic minority communities, people with learning disabilities and older people.

- Drug treatment and recovery services are being expanded to increase the number of people successfully supported to 1,555. The new service model includes both a dedicated family worker and women specific worker. Which will improve female specific treatment options in the service.
- Engagement has started to co-produce with people with a learning disability, and their carers, the priorities for learning disability services transformation over the next three years. The engagement has been shaped and led by a consortium of organisations that are experienced in co-production and accessibility.
- Work is ongoing to commence the building groundwork for Castle View which will provide new day opportunities for people with high support needs. Engagement with staff, customers and family members is critical to support the development of a diverse and inclusive new day service, accessible to all those who would like to attend. Initial engagement sessions held and further sessions to take place at key stages of the programme. Advocacy support has been arranged for all sessions.
- Carers Conversations (co-production workshops) have taken place in Sept/Oct to ensure inclusion of diverse unpaid carer groups/individuals, through engagement with a range of VCS organisations to engage representation of organisations that support people with protected characteristics
- Council Tax support for those eligible, free school meals and hardship grants
- A new model for crisis food provision for the borough has been agreed.
- Housing Growth Programme continues to be delivered, which includes a range of homes designed in consideration of the needs of those with disabilities and/or in need of carer support.

Every child able to fulfil their potential

Actions under this theme are aimed at children having the best start in life, children and young people being safe from harm, feeling empowered to succeed and achieve their aspirations, whilst also having fun things to do and safe places to go.

Activities aim to address educational inequalities through collaborative working with schools and partners, so all children are ready to attend school and learn and are able to engage in future education, training, and employment. This will give all young people the opportunity to fulfil their potential, regardless of ability.

Some actions specifically target support to those who are disadvantaged, vulnerable or have disabilities. Specific actions to open new residential homes will enable looked after children to access the best local placements whilst other specific actions aim to improve opportunities and outcomes for children and young people with Special Educational Needs and Disabilities (SEND), so they can get the best start in life. Activities for young people to have things to do and safe places to go have also been designed so that accessibility is ensured as much as possible.

Ongoing monitoring of actions within this theme will help to identify further areas where equality, diversity and inclusion outcomes can be improved and considered further.

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

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

- The Council's Written Statement of Action (WSOA) signed off from the Department for Education in June 2023. Actions taken through the WSOA will support opportunities for pupils with SEND.
- Rotherham Relationships Charter launched April 2023, this seeks to reduce marginalisation and improve outcomes for families experiencing conflict from all communities
- The Family Hub's Programme has a digital offer available in a number of alternative languages, supporting families who cannot access face-to-face services. Multiple in-person services are to co-locate to increase in-person accessibility.
- New children's residential homes are being developed, enabling looked-after children to remain in the borough where appropriate.
- An independent travel training offer has been developed for children and young people with an Education Health and Care Plan to increase their independence skills.
- The Rotherham Loves Reading Project is increasing representation across the range of books available for access and a specific reading for pleasure project has been developed to support Looked after Children in primary schools.
- Children's Capital of Culture is being co-designed with children and young people from all communities to ensure that it offers opportunities for all children and young people in Rotherham e.g., providing free activities and language translations on marketing materials.
- The play improvement programme includes plans for disability access play equipment.

Expanding economic opportunity

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

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

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

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

- The Council is actively promoting the living wage accreditation
- A range of initiatives are supporting residents to improve their skills and enhance their employment prospects, including the Pathways project which helps unemployed people into work or training, job seeker support sessions in libraries, and the Advance project, which helps people in work to gain skills and further their careers. The Advance project has used participant monitoring data to target groups with a low take-up. For example, the project has worked closely with Working Win, the South Yorkshire work and health project, to target participants with disabilities, as monitoring data showed low registrations from people with disabilities in the first half-year of the project.
- Local labour clauses are being applied to major planning permissions, increasing the chances for local people to access jobs.
- Regeneration project designs are developed in consultation with Rotherham residents and construction of new buildings and facilities includes consideration of accessibility. For

example, at Century II, provision has been made for the needs of wheelchair and semi ambulant users in the design of the new building and development site.
- Consultation with residents to help establish Rotherham's digital inclusion baseline and identify actions to reduce digital exclusion. The digital inclusion strategy, which has now been agreed, will include activity to target places and groups that are most at risk of exclusion.

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

A cleaner, greener local environment

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

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

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

- New contract with HW Martin for the four Household Waste Recycling Centres (HWRCs) provides a number of benefits, including real living wage being paid across all sites, pop up HWRCs to reach the wider community, new operating equipment; signage
- Equality Analysis undertaken for the cafes and new facilities at Rother Valley Country Park and Thrybergh Country Park. Disabled carparking spaces will be available adjacent to the café at Thrybergh. Sheltered outdoor seating and tables will accommodate the needs of those who are immune-suppressed. New landscaping down to the water's edge will be accessible to those with prams, people in wheelchairs and mobility scooter-users
- Delivering bus, tram and cycle improvements through the Transforming Cities Fund (TCF) programme. The work on the A631 Maltby bus corridor will improve bus journey transport times and reliability, while the work on the Sheffield Road Cycleways, alongside other investments, aims to connect developing communities and support healthy lifestyles for a wide range of people
- The new cycle route at Moor Road, Manvers provides an alternative mode of transport to the Dearne Valley Corridor. The area was identified as both a growth area and as an area of transport poverty
- In response to the Storm Babet flooding skips were provided for residents to use in Catcliffe and Treeton and Council staff visited residents in the affected areas to help clear furniture and household items. A rest centre was also established at Catcliffe Memorial Hall to provide support and advice
- Work has begun on developing a new Local authority ECO4-FLEX referral route to target vulnerable residents not currently eligible
- For a number of projects within this theme, equality impacts will be considered at scheme design stage.

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

No problems or barriers have been identified or flagged as part of the reporting process.

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

barriers? Yes as detailed above.
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) No negative impacts expected – any targeted activities are based on known needs and vulnerabilities.

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: Council Plan and Year Ahead Delivery Plan 2022-25 Mid-Year Report for 2023-2024
Directorate and service area: Assistant Chief Executive, Policy, Performance and Intelligence
Lead Manager: Simon Dennis
Summary of findings:
The Year Ahead Delivery Plan addresses inequalities in several of its key themes, including the overarching theme 'One Council' and guiding principles, with the aim to reduce inequalities and for the council's services to deliver for all residents. Equality and access data will need to be monitored closely, especially in the 'People are safe, healthy and well' and 'Everyone has economic opportunities' themes, as these are areas of considerable existing inequalities, which will make it more difficult for some individuals and groups to access opportunities and services.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Provide update reports to Cabinet twice a year, including consideration of the equality implications.	All	Six monthly
All services to undertake equality analyses where applicable and monitor.	All	Ongoing
Continue to obtain updates from directorates, regarding what has been done to consider equalities when delivering the Year Ahead Delivery Plan actions/activities.	All	Quarterly

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

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

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given. If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report. A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	11 December 2023
Report title and date	Council Plan and Year Ahead Delivery Plan 2022-25 Mid-Year Report for 2023-2024
Date report sent for publication	14 December 2023
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	14 December 2023

Appendix 5 - Carbon Impact Assessment – Council Plan Update

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	The Council has developed a heat decarbonisation plan, which targets operational buildings with heating systems that are reaching the end of their serviceable life. Greenhouse gas emissions from have decreased over the last three financial years, driven by Council activity and decarbonisation of the UK electricity system. Data for the 22/23 financial year indicates a 4.21% reduction in carbon emissions across the corporate estate, against an overall target of 18%. It is not expected that the 2023/24 target of a 10% reduction in emissions during the year can be achieved however the Council continues to carry out actions to reduce gas emissions. A pre-planning application has been submitted for a potential site to confirm its suitability for renewable	Completion of the new Century business centre at Manvers and delivery of a range of business support and advice projects to help local companies recover are likely to increase emissions from new office buildings or other businesses.	Asset Management Board adopted a policy that all new and refurbishment properties will look at the feasibility of low carbon heating and energy efficiency measures as a first option. Business centres are included in the Council's decarbonisation Plan. Alongside the decarbonisation of the grid, the Council has committed to decarbonising five Council buildings which will further reduce carbon emissions. Investigations are also underway with regards to the feasibility of 'sleeving power purchase arrangements' (PPA) as a potential source for our electricity, which allow customers to directly purchase renewable energy directly from the generator with reduced costs.	Carbon Impact Assessments required for all Cabinet reports. All emissions from operational buildings are monitored and reported publicly.

		energy generation. Officers are currently reviewing the report to inform next steps, including exploring the impact of the new Biodiversity Net Gain legislation. Following the launch of the Family Hubs programme other organisations will be co-locating across Council buildings, which could increase building emissions.			
Emissions from transport?	N/A	A fleet conversion plan has been developed and a fleet programme officer has been appointed. In addition, a trial has commenced of an alternative low carbon fuel known as 'Hydrotreated Vegetable Oil' in place of diesel across a sample size of 10 vehicles, which aims to deliver a 90% carbon reduction from emissions. If the trial is successful, this may be implemented across the wider fleet for vehicles that are not currently in the fleet replacement plan with the aim of improving borough wide emissions from Council vehicles. A draft Electric Vehicle Charging Strategy has been developed and a working group has been set up to review and further develop the draft Strategy for discussion with Members and	Transforming Cities Fund programme includes various bus, tram, and cycle improvements. These will be expected to reduce transport emissions. Decreases may be offset by induced demand for transport arising from other projects (e.g. Century Business Centre). Currently not possible to calculate net impact. The plan for neighbourhood road safety engagement, including 20 mph zones, will if successful decrease emissions. The Government Local Electric Vehicle Infrastructure (LEVI) funded scheme at Drummond Street car park has been approved by Cabinet. The scheme will look will provide a solar photovoltaic canopy, ultra-rapid bays, rapid bays,	See actions outlined in previous two columns. An Independent Travel Training offer has been developed to support children with special educational needs or disabilities who would normally access the Council's Home to School transport services. This initiative is promoting more sustainable travel and transport solutions.	Approaches to monitoring vehicle usage, emissions and fuel efficiency. Carbon Impact Assessments required for all cabinet reports. Data captured from the pilot to monitor and assess the environment in local areas.

		to agree timeframe for Cabinet. A report on Rotherham Council Electric Vehicle Infrastructure Expansion was approved at Cabinet on 16 October 2023. Greenhouse gas emissions from these sources have increased over the last three financial years, driven by increasing business mileage since the end of COVID-19 social distancing restrictions. Data for 22/23 financial year indicates an increase of 3.23% against a target of 18% reduction. It is not expected that the 2023/24 target of a 10% reduction in emissions from fleet and EV infrastructure during the year can be achieved however the Council continues to carry out actions to reduce these types of gas emissions.	fast bays, and standard bays. The next stage will be to commence the procurement process. There are two design components for this programme, including the infrastructure design and the charger which will be managed by concession by a third party. The design will be specified in advance of the procurement process. New systems implemented to monitor and assess the environment in local areas and enable improvements in grounds maintenance and street cleansing. This will help to reduce unnecessary visits/travel to certain zones.		
Emissions from waste, or the quantity of waste itself?	N/A	An action plan to tackle single use plastics has been approved by Cabinet as part of the wider Climate Change Action Plan in March 2023.		See actions outlined in previous two columns.	Improved information and data to take further action in reducing waste, improving recycling rates and reducing contamination. Carbon Impact Assessments required for all cabinet reports.

Emissions from housing and domestic buildings?	N/A		The Council is continuing to deliver on its commitment to build 1,000 new homes through the Housing Growth Programme, including; a) Commencing groundwork on new homes across sites in Eastwood, Harthill and Maltby (forecasting 99 homes) b) Commencing groundwork on new homes in Canklow as part of a joint development with a new day opportunities centre, “Castle View” (forecasting 25 homes) c) Completing 13 new homes across sites in East Herringthorpe & Thrybergh In addition to this, the Council are also providing four new two-bedroom homes to make sure looked-after children and young people in Rotherham can stay in the borough, all due to open by the end of Quarter 4.	Housing Strategy for 2022-2025 includes the Green Housing Strategy to reduce energy costs and improve efficiency of homes. The ECO4-FLEX project is still proving very popular with residents in the borough. The number of installers permitted to have ECO4-FLEX work signed off via the council has now increased from four in August 2022 to ten as of July 2023. This now allows more domestic retrofit projects to be completed in the borough each month, resulting in the increased rate of decarbonisation of our private housing stock. This has meant that in the last 11 months the Council has saved residents approximately £3,507,592.40 in total across the 520 projects delivered.	Establish housing stock emission baselines, consolidating the available intelligence and gathering further data as required, using existing data on council-owned housing stock, and developing intelligence on the wider housing stock across the Borough. Carbon Impact Assessments required for all cabinet reports.

			These houses will imply an increase in emissions from domestic buildings, however in the case of buildings being taken up by existing residents this may not be significantly different to current domestic emissions from those residents.		
Emissions from construction and/or development?	N/A	Construction and planned developments, such as improving the condition of local neighbourhood roads through the 2024 roads programme, provision of the new library at Thurcroft, building works to improve day facilities, developing new and improved play areas for children and young people, a feasibility study for the Rotherham Theatre will increase emissions. Plans for large scale developments and improvements, such as the towns and villages fund, construction of the market and library schemes as part of Future High Streets Fund programme and construction of the leisure development on Forge Island could significantly increase carbon emissions. Plans connected to the construction of flood		Introduction of further SPDs (supplementary planning documents) relevant to climate change – SPDs can elaborate on Local Plan policies, giving developers additional technical guidance, speeding up applications and resulting in better quality development for the community and environment. See actions outlined in previous two columns.	Carbon Impact Assessments required for all cabinet reports.

		alleviation schemes and barriers, such as achieving 'shovel ready' status for the priority flood alleviation schemes, securing funding to implement the schemes, embankment will all entail emissions.			
Carbon capture (e.g. through trees)?	N/A		24,000 trees have been planted to date, over the last two years since November 2021. Activity will commence again in November 2023 and a further update with be provided once the tree planting season is over. Improvements in the approach to weed control and removal, as well as sustainable management of verges and greenspaces to encouraging biodiversity and increase wildflower areas, with potential (but likely negligible) impact on carbon capture.	.	The Council currently has little data related to carbon sequestered via trees, limiting our understanding of the planting required to offset emissions. Carbon Impact Assessments required for all cabinet reports.

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

25 ward plans produced and published informed by local communities, many of which include priorities to improve the local environment and tackle climate change.

The Climate Change Action plan and was refreshed and approved at Cabinet on the 20 March 2023 alongside the Climate Change Annual Report.

To ensure the Council remains focussed on working towards the outcomes and commitments set out in the Council Plan, a review of the Council Plan performance measures will be carried out, and a new Year Ahead Delivery Plan developed for 2024-25. These include performance measure targets and new actions/activities which will contribute to reducing carbon emissions across the borough during the financial year.

Please provide a summary of all impacts and mitigation/monitoring measures:
Given that this is a progress report, and implies no direct recommendations or decisions, there are no relevant emission impacts to consider. Where progress on certain actions has implied a specific definable impact on emissions, this has been included indicatively.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Tanya Lound Simon Dennis Michael Holmes Leonie Wieser Florence Drew Policy, Performance and Intelligence, Assistant Chief Executives Directorate.
Please outline any research, data, or information used to complete this [form].	Directorate Year Ahead Delivery Plan trackers and KPI data for Quarter 2. Council Plan targets and Year Ahead Delivery Plan actions for 2023-24.
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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