



CABINET

Monday 19 January 2026

10.00 a.m.

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

Cabinet Members:-

Leader of the Council
Deputy Leader & Children and Young People Portfolio
Adult Social Care and Health Portfolio
Housing Portfolio
Finance & Community Safety Portfolio
Street Scene and Green Spaces Portfolio
Transport, Jobs and the Local Economy Portfolio

Councillor Chris Read
Councillor Victoria Cusworth
Councillor Joanna Baker-Rogers
Councillor Linda Beresford
Councillor Saghir Alam OBE
Councillor Lynda Marshall
Councillor John Williams

Rotherham
Metropolitan
Borough Council 

CABINET

Venue: The Town Hall, The Crofts, Moorgate Street, Rotherham.
S60 2TH

Date and Time: Monday 19 January 2026 at 10.00 a.m.

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

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

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

A G E N D A

1. Apologies for Absence

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

2. Declarations of Interest

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

3. Questions from Members of the Public

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

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

Councillors may also ask questions under this agenda item.

4. Minutes of the Previous Meeting (Pages 7 - 24)

To receive the record of proceedings of the Cabinet meeting held on 15 December 2025.

5. Exclusion of the Press and Public

Agenda Item 9 has exempt appendices. Therefore, if necessary when considering those items, 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(s) of business on the grounds that they involve 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.

DEPUTY LEADER AND CABINET MEMBER FOR CHILDREN AND YOUNG PEOPLE

6. Inspection of Local Authority Children's Services (ILACS) Inspection Report (Pages 25 - 52)

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

Recommendation:

That Cabinet note the outcome of the inspection regarding the effectiveness of children's services in Rotherham and endorse the priorities identified for continued focus.

FINANCE & COMMUNITY SAFETY

7. November 2025-26 Financial Monitoring Report (Pages 53 - 76)

Report from the Executive Director of Corporate Services.

Recommendations:

That Cabinet:

1. Note the current General Fund Revenue Budget forecast overspend of £3.4m.
2. Note the projected overspend and that whilst the Council aims to manage this pressure, should that not be possible use of reserves will be required to balance the 2025/26 financial position.
3. Note the updated position of the Capital Programme.
4. Approve the capital budget variations as detailed in section 2.17 of the report.

8. New Applications for Business Rates Relief - Rotherham Families First (Pages 77 - 96)

Report from the Executive Director of Corporate Services.

Recommendation:

That Cabinet approve the application for Discretionary Business Rates Relief for Rotherham Families First in accordance with the details set out in Section 6 of this report for the 2025/26 and 2026/27 financial years.

HOUSING

9. Council Homes Housing Delivery Programme Report January 2026 Update (Pages 97 - 165)

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

Recommendations

That Cabinet:

1. Notes the continued progress made in delivering the Council's Housing Delivery Programme, including the delivery of 55 new homes in the period covered by this report, and the ongoing work to deliver 1,000 new Council homes by Summer 2027.
2. Approves the delivery and purchase of homes from any of the schemes identified in Exempt Appendices 1 and 2b, subject to affordability and alignment with current and future programme objectives and the Council's capital approval processes.
3. Approves the programme changes outlined in this report to facilitate the delivery of 1,000 new homes 'on time' (by Summer 2027) and 'on budget' (within the financial resources allocated to the Programme from the Housing Revenue Account). This includes the removal and addition of specific schemes as outlined in Table 3, paragraph 2.4.
4. Approves the appropriation of 18 St Edmunds Avenue (see Appendix 4) into the Housing Revenue Account (subject to Secretary of State approval if required), and work to convert the property into four 1-bedroom flats for use as Council homes via the Market Acquisitions workstream (see paragraphs 2.11 and 2.12).
5. Approves the appropriation of land at Canklow (see plan attached at Appendix 5) into the Housing Revenue Account to enable the delivery of two Council homes as part of the housing delivery programme (see paragraph 2.7).

6. Agrees the intention to undertake initial feasibility work and technical due diligence on up to 18 Council-owned sites (Appendix 6) to assess their development potential for the future delivery of new social and affordable homes, and to inform any subsequent decision to develop or dispose of the land (see paragraph 2.16).
7. Agrees to delegate authority to the Service Director of Housing, in consultation with the Cabinet Member for Housing, to make any necessary substitutions or changes to the agreed site list (Recommendation 6) to ensure that the programme of feasibility work and technical due diligence remains deliverable and aligned with strategic priorities.
8. Agrees to delegate authority to the Service Director of Housing, in consultation with the Cabinet Member for Housing, to appoint appropriate consultants to carry out this work following the Council's procurement process.
9. Agrees to delegate authority to the Service Director of Housing, in consultation with the Section 151 Officer and Service Director of Legal Services, to enter into a Grant Funding Agreement with the Homes and Communities Agency (trading as 'Homes England') in relation to the Social and Affordable Homes Programme 2026 – 2036 (see paragraph 2.37).
10. Agrees to continue to receive an update on the Housing Development Programme every six months.

10. Tenant Satisfaction Measures and Housing Regulatory Compliance (Pages 167 - 189)

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

Recommendations:

That Cabinet:

1. Notes the content of the report.
2. Agrees to receive a further update in six months' time.

LEADER OF THE COUNCIL

11. Council Plan and Year Ahead Delivery Plan Progress Update (Pages 191 - 338)

Report from the Executive Director of Corporate Services.

Recommendations:

That Cabinet:

1. Note the overall position in relation to the Year Ahead Delivery Plan activities.
2. Note the Quarter 2 data for the Council Plan performance measures.
3. Note that a progress report covering the remainder of the year will be presented to Cabinet in July 2026.

TRANSPORT, JOBS AND THE LOCAL ECONOMY**12. Strategic Community Infrastructure Levy (CIL) Update (Pages 339 - 361)**

Report from the Executive Director of Regeneration and Environment.

Recommendation:

That Cabinet approves the allocation of Strategic CIL funds to the Whiston Brook Flood Alleviation Scheme (£3,000,000).

13. 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 13 January 2026.

14. Date and Time of Next Meeting

The next meeting of the Cabinet will be held on Monday 9 February 2026 commencing at 10.00am in Rotherham Town Hall.



John Edwards,
Chief Executive.

THE CABINET
15th December, 2025

Present:- Councillor Read (in the Chair); Councillors Baker-Rogers, Beresford, Cusworth, Marshall and Williams.

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

Apologies for absence were received from Councillors Alam.

83. DECLARATIONS OF INTEREST

Councillor Cusworth and Councillor Williams declared a non-pecuniary interest in Minute No. 90 (HRA Business Plan, Rent Setting and Service Charges 2026-27) on the grounds that family members were Council tenants. Both remained in the Chamber and voted on the matter.

84. QUESTIONS FROM MEMBERS OF THE PUBLIC

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

85. MINUTES OF THE PREVIOUS MEETING

Resolved:-

That the minutes of the Cabinet meeting held on 17th November, 2025, be approved as a true and correct record of the proceedings.

86. EXCLUSION OF THE PRESS AND PUBLIC

The Chair advised that there were no items of business on the agenda that would require the exclusion of the press and public from the meeting.

87. ADULT SOCIAL CARE MENTAL HEALTH STRATEGY 2026-2029

Consideration was given to the report which outlined the outcomes of the consultation on the future vision, themes and priorities for mental health and presented the first Rotherham Council Adult Social Care Mental Health Strategy 2026-2029. Cabinet had approved a new operating model for the Council's Mental Health Service in December 2023, which included a recommendation to develop a co-designed Adult Mental Health Strategy for Rotherham, once the new model was operational.

The consultation took place from 8th May 2025 to 27th July 2025 to seek the views of people with lived experience of mental ill health, their families, carers, and professionals on the future vision, values, and priorities for mental health provision in Rotherham.

The most valued areas, as identified through multiple-choice responses, were:

- Empowering you, by receiving the right support, at the right time
- Everyone has the same opportunities to access support, regardless of their background and need
- People can improve their overall mental health and wellbeing
- Access to help, advice and services which are closer to home

The Strategy acknowledged and built on Rotherham's Four Cornerstones, developed in partnership with people with lived experience, partners, and support organisations. These principles were widely recognised as essential for good practice:

- Welcome and Care
- Value and Include
- Communicate
- Work in Partnership

The Service priorities identified as being most important were:

- Reducing wait times for assessments and services
- Clear crisis support and contact points
- Easier access to information, advice, and support
- Consistent access to services across Rotherham

The outcomes from the consultation had shaped the Strategy which was attached at Appendix 1. Further details and analysis on the consultation were attached at Appendix 2 with the Strategy Delivery Plan attached at Appendix 3.

The report was considered by the Health Select Commission who advised that the recommendations be supported. Discussions at Health Select had focussed on increased depression rates, transition pathways, partner integration and alignment with other Council strategies, the proposed Mental Health Partnership Board, support for under-represented minority groups, loneliness and isolation, male suicide rates and success measures.

Resolved:

That Cabinet approve publication of the new Rotherham Council Adult Social Care Mental Health Strategy 2026-2029.

88. UNPAID CARERS STRATEGY 2026-2031

Consideration was given to the report which sought approval of the Borough that Cares All-Age Carers Strategy 2026-2031. In July 2022, the Rotherham Health and Wellbeing Board approved the Borough That Cares Strategic Framework 2022-2025. The strategic framework created a foundation of support, improved information and advice, established a carers network and introduced a co-production programme with communities to build a carer friendly borough. In addition, it established the Borough That Cares Network, which had facilitated several engagement opportunities, including the development of the Council's carers webpages and a proposed new 'The Borough that Cares All-Age Carers Strategy 2026-2031'.

There were approximately 26,313 carers living in Rotherham. This represented just over 10% of Rotherham's population. A carer was anyone who cared, unpaid, for a friend or family member who could not cope without support. This could be because of ageing, illness, disability, poor mental health, or an addiction.

There had been a number of key achievements over the 2022-2025 Strategy which included:

- The stabilisation of voluntary sector carer groups/services.
- The Borough That Cares Strategic Network provided a well-attended regular forum for organisations and groups supporting carers and carers.
- The establishment of a voice, influence and engagement task group with a focus on the health and wellbeing of Carers known as the Unpaid Carers Multi-Agency Strategic Group.
- Refreshed and improved information, advice and guidance available to carers.
- Embedded an integrated approach to identifying and supporting carer health and wellbeing through the partnership working of the Borough That Cares Network which represents social care, health and the Voluntary and Community Sector (VCS).
- The introduction of a co-production programme with communities to build a carer friendly borough via The Borough That Cares Network, utilised to facilitate a number of opportunities including the development of the Council's carers webpages and the vision, priorities and commitments for the new strategy to 2031.

During April to August 2025, engagement had been undertaken with carers, Adult Social Care, Health and other key stakeholders to reflect on progress and gather feedback on achievements between 2022-2025, and to co-design the vision, priorities and commitments for the next five years to 2031. Twenty engagement sessions took place involving 399 participants and further details were set out in Section 4 of the report.

The feedback from the engagement sessions had shaped the detail of the Strategy for the next 5 years and was focussed around 5 key commitments:

- Commitment 1 – Identification and Early Intervention (paragraph 2.4)
- Commitment 2 – Support Carers and Ensure Their Voice is Heard (paragraph 2.5)
- Commitment 3 – Support Carers Through Times of Change (paragraph 2.6)
- Commitment 4 – Work in Partnership (paragraph 2.7)
- Commitment 5 – Co-Design a Responsive Support Offer for Carers (paragraph 2.8)

The report was considered by a joint meeting of the Health Select and Improving Lives Select Commissions who advised that the recommendations be supported with additions. Discussions focussed on the challenges faced by young carers, inconsistencies in information sharing, systemic barriers, financial support including limitation and means testing, and development of the underpinning action plan. The Commissions also requested that specific local data be included, where possible on page 6 of the Strategy and, under the 'Identification and Early Intervention' commitment on page 11, include specific reference to improving the partnership approach and associated processes to identifying young carers, given the acknowledged existing shortcomings and challenges in the context of the potential lifelong implications of failing to provide timely and appropriate support. Cabinet accepted these recommendations.

Resolved:

That Cabinet approves the Borough that Cares All-Age Carers Strategy 2026- 2031 which is due to be launched in April 2026, with the addition of:

- a) Specific local data, where possible, is added to page 6 of the Strategy.
- b) Under the 'Identification and Early Intervention' commitment on page 11, include specific reference to improving the partnership approach and associated processes to identifying young carers, given the acknowledged existing shortcomings and challenges in the context of the potential lifelong implications of failing to provide timely and appropriate support.

89. ADULT SOCIAL CARE CHARGING POLICY

Consideration was given to the report which set out the basis for the proposal to amend the Council's Charging Policy and provided an update on the Adult Social Care Charging Policy consultation which sought views on a new combined charging policy for residential and non-residential

care. The report also outlined the outcomes of the consultation, recommended specific areas for inclusion within the new consolidated charging policy and sought approval from Cabinet to implement the new Policy from 1st April 2026.

The Council had a duty to provide or arrange services that helped to prevent or delay people from developing eligible needs for care and support, as defined in the Care Act 2014, which focused on improving people's independence and wellbeing. The Care Act 2014 required that, where an individual was provided with residential/nursing care services to meet their eligible needs, a financial assessment had to be undertaken to determine whether they had sufficient resources to pay part or all of the cost of the care or required financial assistance from the local authority. The local authority was required to follow a set process in determining the level of financial contribution which should be made. Where care was provided in the community, the local authority had a discretion whether to charge or not for that service. Where a local authority decided that a charge would be made, depending on the income of the individual, a standardised set process could be used in which the local authority could decide whether certain sources of income would, or would not, be considered.

A person who received care and support in their own home would need to pay their daily living costs including rent, food and utilities, and therefore must have enough money to meet these costs. The charge must not reduce a person's income below a certain amount. This amount was known as a Minimum Income Guarantee (MIG). MIG rates were set each year by the Department of Health and Social Care and were reviewed annually and adjusted for inflation. The MIG amount depended on a person's age, marital status, disability status and whether they had dependent children.

The Budget and Financial Strategy for 2025/26 was approved at Council on the 5th March 2025. It included, as part of the revenue savings proposals, a review of the current Non-Residential Charging Policy for Adult Social Care. The review had led to a recommendation to combine the Non-Residential Charging Policy with the Residential Charging Framework into one overarching Adult Social Care Charging Policy. This would enable greater transparency and align with expectations within the Care Act 2014.

The consultation was undertaken on the 2 proposals of:

1. The removal of the maximum charge for non-residential care, while maintaining the minimum charge of £1, for people who fund their own care.
2. The introduction of an administrative charge for organising care for people who fund their own care.

The full consultation analysis was attached at Appendix 1. For Proposal 1 'Removal of the maximum weekly charge', a total of 97 responses were received. The majority of respondents opposed the change, with 49% strongly disagreeing and 31% disagreeing. A smaller proportion supported the proposal, with 11% agreeing and only 2% strongly agreeing. Additionally, 7% were unsure about the proposal.

For Proposal 2 'Introducing an annual fee for self-funders where the Council facilitates the care package', there was a total of 97 responses. The majority of respondents opposed the proposal, with 56% strongly disagreeing and 26% disagreeing, indicating significant resistance to the introduction of this charge. Only a small proportion supported the change, with 14% agreeing and 2% strongly agreeing, while 2% were unsure. Overall, feedback showed strong opposition to adding an administrative fee for self-funders.

The option to retain the maximum charge but increase the rate so it aligned with the higher rate of a standard dementia nursing placement (rather than a standard residential placement) was recommended. This was because it retained a maximum weekly charge, offering protection for those with the highest care costs while increasing the cap to better reflect the costs of the care being provided. This ensured contributions remained affordable for most people but fairer overall, as more individuals paid closer to the true cost of their care.

In relation to the administration fee, the option to introduce an administrative charge of £350 as a one-off charge to reflect that most of the work involved in arranging care for self-funders would be at the start of the process was recommended. This would be a one-off fee, until a person's care changed, requiring a new package of care to be commissioned, at which point they would be charged a further fee.

Resolved:

That Cabinet:

1. Note the outcome of the consultation.
2. Approve implementation of the Adult Social Care – Charging for Care and Support Policy (Appendix 2) from 1st April 2026.
3. Retain a maximum charge for non-residential care, but align it with the standard charge for nursing with dementia support, for those who fund their own care.
4. Introduce a one-off administrative fee for arranging care on behalf of people who fund their own care.

90. HOUSING REVENUE ACCOUNT (HRA) PLAN, RENT SETTING AND SERVICE CHARGES 2026-27

Consideration was given to the report which presented the Housing Revenue Account (HRA) Plan, Rent Setting and Service Charges 2026-27 for endorsement and recommendation to Council. The Housing Revenue Account (HRA) recorded all expenditure and income relating to the provision of Council housing and related services, and the Council was required to produce a HRA Business Plan setting out its investment priorities over a 30-year period.

From the 1st April 2026, the Government would implement a 10 year social rent settlement. This was the Government's Policy on the annual increase for social housing rents. The 10 year settlement set the maximum rent increase at the Consumer Price Index (CPI) as of September the year prior plus 1%. The 10 year rent settlement had given greater certainty on the level of forecast income to fund the HRA Business Plan going forward. It would enable longer term planning for investment, delivery of services and growth. The rent settlement was part of the Government's plan for the future of social housing which promised to enable local authorities and housing associations to deliver thousands of new affordable homes to meet need and drive up the safety and quality of existing homes.

The proposed 2026/27 HRA Business Plan incorporated the Council's commitments to continue and extend the Council's Housing Delivery Programme, alongside significant additional investment to support decency and thermal efficiency in existing council homes. The Plan included provision for £1.329bn investment in the housing stock over 30 years, an increase of £350m compared to the 2025/26 plan. This was alongside continuing to fund day-to-day housing management, repairs and maintenance costs.

£122.9m would be invested to deliver an estimated 500 further Council homes by 2037/38, in addition to the £90.9m that was earmarked to support the current Housing Delivery Programme which was on track to deliver 1,000 homes by summer 2027. The Business Plan would also provide for additional investment benefitting current and future tenants, with:

- Increased investment up to £60k per home over the 30 year plan period.
- £14m in 2026/27 to continue investment in the external elements of homes e.g. renewing roofs, guttering and facias etc.
- £7m in 2026/27 to be invested in internal refurbishment works such as electrical rewires, replacement boilers, kitchens and bathrooms etc.
- An additional £41 million to ensure 9,300 properties reach Energy Performance Certificate band C by 2030.

Alongside providing the draft HRA budget for 2026/27, the report recommended proposed levels for housing rents, non-dwelling rents, District Heating charges and other service charges for 2026/27. It was recommended to Council that dwelling rents be increased by 4.8% and up to £2 per week (equivalent to CPI+1% and up to £2 per week rent convergence). This was dependent upon a Government decision expected in January 2026, which would clarify the approach to social rent convergence. The 2026/27 average weekly rent based on an increase of 4.8% + £2 per week would be £101.07, an average increase of £6.17 per week.

There were approximately 15,000 tenancies in receipt of Housing Benefit or Universal Credit (UC) who would not be directly affected by an increase in rent and approximately 4,500 tenancies that would be affected as they would pay rent 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 were:

- c10,969 households who are on Universal Credit
- 2,559 households who are on full Housing Benefit entitlement
- 1,404 households who are on part Housing Benefit entitlement

It was noted that rent convergence would only be applied to properties that were not currently at Formula Rent. Formula Rent for social housing was a calculation based on property value and size (number of bedrooms) and local affordability (earnings). The additional income generated from convergence would ensure the viability of the HRA Business plan, particularly in the early years of the plan where there was a significant amount of investment required to ensure compliance with increasing regulatory standards. In the absence of an announcement from Government confirming the availability of convergence as an option, the proposed rent increase would be the current rent settlement level of CPI+1% (4.8%).

Cabinet was fully supportive of the proposals. The Leader specifically noted the investments in existing stock, the investments in new builds and the investments in energy efficiency. He stated that it was good to be able to propose a HRA business plan under a Government that supported Council Homes. The Leader also reiterated that the rent increase would not impact all Council tenants and some would be paying less than the average increase.

The report was considered by the Overview and Scrutiny Management Board who advised that the recommendations be supported. Discussions focussed on damp and mould, robustness of reserve levels, the convergence, cost rise, advice services, risk, shared ownership, government assistance and bill delays.

Resolved:

That Cabinet recommends to Council to:

1. Approve the proposed 2026/27 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 4.8% and, dependent upon the Government announcement in January 2026, implement a policy of rent convergence. Allowing rents for social housing properties that are currently below the Government-calculated formula rent to increase by an additional £2 per week in 2026/27. If convergence is capped below £2 that will be the level applied.
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 affordable rents are calculated at relet, based on an individual property valuation.
6. Agree that affordable rents are increased by 4.8% in 2026/27.
7. Agree that shared ownership rents are increased by 5% in 2026/27.
8. Agree that charges for communal facilities, parking spaces, cooking gas and use of laundry facilities are increased by 3% in 2026/27.
9. Agree that charges for garages are increased by 10% in 2026/27.
10. Agree that the District Heating unit charge per kWh remains at 13.09 pence per kWh.
11. Agree that the decision to reduce the price of District Heating Charges during 2026/27 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 a lower unit price.
12. Approve the draft Housing Revenue Account budget for 2026/27 as shown in Appendix 8.

Councillor Cusworth and Councillor Williams declared a non-pecuniary interest in Minute No. 90 (HRA Business Plan, Rent Setting and Service Charges 2026-27) on the grounds that family members were Council tenants. Both remained in the Chamber and voted on the matter.

91. HOUSING FIRST RECOMMISSIONING

Consideration was given to the report which set out recommendations for the future commissioning of Housing First provision in Rotherham. Housing First was a non-statutory, established approach to supporting residents to move away from long term homelessness. It provided intensive support where the provider also sourced suitable accommodation for the client. It was reserved for the most complex and disengaged people within the homeless population, complementing the Council's offer to alleviate and prevent homelessness. Housing First had been delivered in Rotherham since 2018 by South Yorkshire Housing Association (SYHA) following a direct award.

Housing First was an established approach to successfully reducing long-term homelessness for the most complex and disengaged people within the homeless population. People accessing the service were not required to meet specific conditions beyond a willingness to maintain a tenancy, as they would be with more traditional approaches. Support services were offered but were not mandatory, allowing individuals to choose when and how they engaged with them. Support was individualised to meet the specific needs of each person, empowering them to take control of their lives. According to research published by Homeless Link in November 2024, Housing First reduced anti-social and offending behaviours. 84% of participants were involved in ASB or offending at entry, dropping to 45% by the end of year 3.

Housing First in Rotherham was approved as a pilot project by Cabinet on 16th October 2017 (Background Papers Agenda item 11. Rotherham Side by Side - Housing Related Support Review Pages 124 - 160) and had been operational for over 6 years. This followed a recommendation that a pathway be created for people with complex needs based on a Housing First model to support 20–30 clients. The current contract was delivered by South Yorkshire Housing Association (SYHA) which sub-contracted part of the service to Target Housing Ltd, with a total capacity for 35 service users, following an increase of 10 units from 25 units in 2021. This contract would end on the 31st May 2026.

As Housing First had proved a successful solution for some of the most complex people experiencing homelessness, it was recommended that this service continue. Due to the principle of the service offering a longer-term housing option, compared with more traditional models, a longer-term contract would be most suited to the project. The current service had delivered approximately 90% occupancy (based on the last full year figures for 2024/25). This meant that of the 35 units commissioned, around 32 were being delivered at any one time. The slight undercapacity allowed for the contractor to make changes and repairs to the property as required. The tender process would require a minimum of 30 units but providers might be able to provide more with the increase in budget.

The total current annual contract value was £229,189 (for 35 people this was equivalent to £6,548 per person, per annum). These costs had not increased since 2018 and, for the financial year 2023/24, the lead provider reported making a significant deficit which would suggest these costings were no longer viable. Benchmarking had shown that it was difficult to determine a cost per unit as it was dependent on usage and service model and therefore fluctuated. However, Housing First project costs on average were between £7,000 and £9,000 per person, per annum. The uplift to the contract value would be included when the tender was advertised and would bring the service in line with other Housing First programmes. This would be more attractive to the market when undertaking the procurement and would allow for the provider to source properties outside of their existing portfolio as it would be less reliant on rental income to supplement the income of the project.

Research conducted by Homeless Link on the approach showed that the effectiveness of services is linked to how closely they adhered to the set of key principles underpinning delivery. The separation of the provider for the housing and support elements was a core principle of the Housing First model. The Rotherham model was not fully aligned with principle 3 because, in many cases, the support was being provided by the same organisation as the landlord. Providers reported that this created a conflict of interest when housing management issues occurred, which could lead to a breakdown in relationships and support with the client.

Separating the landlord from the support provider would adhere to the evidence base as support relationships could remain in place regardless of tenancy issues and would allow support to continue should the person leave their tenancy. In the re-commissioned service, support providers would be required to offer assistance in sourcing a suitable tenancy that could become a long-term solution. The proposed model would focus on identifying suitably sized and located properties for each customer moving away from allocated housing stock. The successful provider would need to demonstrate their ability to do this and manage any risk. This early engagement and support to find the most suitable property would also ensure greater choice and control to individuals (and align closer to the Housing First principles).

Resolved:

That Cabinet:

1. Approves the recommissioning and procurement of Housing First for a five-year contract term on a 3 year plus up to 2 year basis.
2. Note the intention through the recommission to align more closely to the principles of Housing First, recognising that this is key to driving sustainable change and securing long-term impact for residents.

92. HOUSING REPAIRS AND MAINTENANCE

Consideration was given to the report which provided an update on the continued work to scope the future delivery model for Repairs and Maintenance Services in Rotherham. The Council's Housing Repairs and Maintenance Service, contracted out since 2010, continued to deliver strong performance and value for money. The current contracts with Mears and Equans had been extended to March 2027, allowing time to assess future delivery options while keeping tenant needs central to decision-making.

This report outlined the work undertaken in 2025 to evaluate long-term delivery models, including an options appraisal and performance review. The findings supported maintaining current arrangements while exploring future possibilities, ensuring continuity and alignment with strategic goals. The intention, therefore, was to extend the contracts to 2030 as permitted within the existing contractual agreements. A further Cabinet report on options for arrangements post-2030 would come be submitted in the spring of 2027, allowing 3 years to implement Cabinet's preferred option.

In early 2025, Housing Property Services commissioned Lumensol, a multi-disciplinary consultancy specialising in social housing repairs and maintenance, to complete an Options Appraisal on the current repairs, maintenance and investment delivery model to assess its ability to meet service users' and the Council's needs in both the medium (2027-2030) and long term (2030+). It concluded that the current partnerships with Equans and Mears worked well in all available cost and quality metrics, performed more positively than most contracts and services in the current market that they had assessed, and should be extended to full term. The Options Appraisal also recommended several improvements to support investment planning, service delivery, value for money and assurance. These included considering the future of the capital investment programme and its delivery, the delivery of the Caretaking Service and modernising the Repairs and Maintenance Service through improved performance, assurance and governance mechanisms. It also explored options for the longer-term delivery of the Repairs and Maintenance Service. These would continue to be investigated in more detail, with updates provided as more information became available.

Awaab's Law was implemented in October 2025 which placed new legal duties for social landlords to respond swiftly and effectively to health hazards in tenants' homes particularly damp and mould, with further hazards being introduced in 2026 and 2027. The implementation of any new delivery model in the medium term could impact the Council's performance and preparation for the legislative changes set out in the report. Therefore, it was imperative that the next steps were considered carefully and with wider reforms of the Housing Service in mind.

Resolved:

That Cabinet:

1. Note the outcome of the review work undertaken to date.
2. Note the intention to complete a viability study on future models of delivery and report back to Cabinet in Spring 2027, for a decision post-2030.
3. Approve the extension of the Repairs and Maintenance contracts to 2030.
4. Delegate authority to the Assistant Director of Housing to undertake a 12 week public consultation on the outcomes of the feasibility study.

93. LIBRARY STRATEGY

Consideration was given to the report which provided a review of performance against the 2021–2026 Library Strategy and its associated objectives and performance targets. It established that the majority of actions and objectives set out within the Strategy had been achieved, contributing to the Council's wider ambitions for thriving neighbourhoods, cultural engagement, health and wellbeing, and improved digital access. The report also sought approval to undertake a public consultation on a new Library Strategy for the period 2027–2032 and a future service delivery model for the Libraries and Neighbourhood Hubs Service. The consultation would ensure that the new Strategy remained relevant, continued to meet community needs, and aligned with the Council's priorities and national library frameworks, and also met the statutory service requirements.

The current Library Strategy was developed following a comprehensive analysis of local need and significant public consultation. It was approved by Cabinet in October 2020 and adopted by Council in November 2020, providing the framework for modernising library services across the Borough. It set out an ambitious plan to improve library buildings and facilities, strengthen community partnerships, increase digital inclusion, and deliver cultural and learning opportunities for residents.

Section 2.1.2 of the report set out the progress made against the seven key objectives. Highlights included libraries evolving into cultural hubs; increases in the number of young people reading for pleasure; upgraded ICT infrastructure; delivering coding clubs, homework support and employability programmes; creating autism-friendly spaces in multiple libraries; investing more than £1.5m in refurbishments and the beginning of construction on the new Central Library.

The 2021–2026 Library Strategy established a set of measurable targets to ensure progress could be tracked and evaluated throughout the 5 year period. These targets were designed to reflect the Service’s priorities and demonstrate the value and impact of libraries across Rotherham. Progress was monitored via monthly dashboards in collaboration with the Performance and Improvement Team. 7 out of 10 targets had been met. Appendix 3 - Library Strategy Performance Against Objectives and Targets provided further detail, outlining performance to date against the key objectives and targets as set out in the Strategy.

Approval was sought to undertake a Borough-wide public consultation to inform the development of a new Library Strategy for 2027–2032 and a future service delivery model for Libraries and Neighbourhood Hubs. This consultation would ensure that the next Strategy reflected community priorities, addressed areas of underperformance, and continued to align with statutory obligations and Council objectives. It would also provide an opportunity to consider how libraries could best support thriving neighbourhoods, digital inclusion, cultural engagement, and health and wellbeing in a sustainable way.

The report was considered by the Overview and Scrutiny Management Board who advised that the recommendations be supported. The Cabinet Member reminded all Members to assist with the consultation and ensure hard to reach groups were included.

Resolved:

That Cabinet:

1. Note the review of performance against the 2021–2026 Library Strategy, including key achievements and challenges identified during the Strategy period.
2. Approve the undertaking of a period of consultation with the public, partners, stakeholders and interested parties on the development of a new Library Strategy for the period 2027–2032 and a future service delivery model for the Libraries and Neighbourhood Hubs Service.
3. Agree that a further report be submitted to Cabinet following the consultation to present a draft Library Strategy 2027–2032, which will identify potential service improvements and efficiencies.
4. Authorise the Assistant Director of Culture, Sport and Tourism to notify the Department for Digital, Culture, Media and Sport (DCMS) of the intention to consult on the Library Strategy and any potential changes to service provision.

94. ROTHERHAM EMPLOYMENT AND SKILLS STRATEGY

Consideration was given to the report which presented the Rotherham Employment and Skills Strategy for endorsement. The current Rotherham Employment and Skills Strategy was adopted in 2019. Since the adoption of the Strategy the social, economic and policy contexts have changed significantly, including changes in the work, health and skills landscape following the pandemic, changes in Government policy, and the development of a new South Yorkshire Skills Strategy.

Reflecting these changes, a proposed new Employment and Skills Strategy, covering the period 2026-31, had been produced for the Rotherham Together Partnership. The new Strategy would contribute to the delivery of the South Yorkshire Skills Strategy but also identified the key challenges and priorities that were specific to Rotherham and proposed a new focus for the co-ordination of activity in Rotherham.

The Rotherham Employment and Skills Strategy contained 3 Missions, as set out in paragraph 2.3 of the report, which responded to the local priorities emerging from the analysis and reflected Rotherham's particular opportunities and challenges. There were key roles to be played by a range of partners to address these missions, particularly for employers who had a central role to play not only as the beneficiaries of a skilled workforce but as active investors in the development of their employees.

For each Mission, the Strategy highlighted a range of existing and planned activities (including those relating to employment support which the Pathways to Work approach will bring together as a single system) to ensure that these continued to deliver for Rotherham residents and businesses. These included:

- The Economic Inactivity Trailblazer and the Health Growth Accelerator
- Adult Skills Fund
- Employment Solutions, Ambition and Advance
- Workwell, Working Win and Connect to Work
- South Yorkshire Mayoral Combined Authority (SYMCA) Apprenticeship Hub Skills Bank funding to support employers with the cost of training their workforce

It was noted that endorsing the proposed Employment and Skills Strategy (2026–2031) would provide an up-to-date, evidence-based framework to guide collective action on employment and skills across Rotherham that linked to the South Yorkshire Strategy and the main policies of the Get Britain Working White Paper. The Strategy had been developed through a robust process, including detailed analysis of current and projected labour market data, and engagement with partners. It reflected shared priorities and set out a clear direction for collaborative delivery. As a key partner in the Rotherham Together Partnership, the Council's endorsement demonstrated leadership and commitment, helping to secure buy-in from

other stakeholders and ensuring the Strategy had the credibility and momentum needed for successful implementation.

The report was considered by the Overview and Scrutiny Management Board who advised that the recommendations be supported. The Board also requested an update in September 2026 on performance against targets, including costings for activities undertaken.

Resolved:

That Cabinet:

1. Endorses the formal adoption of the Rotherham Employment and Skills Strategy 2026-31.
2. Notes that the Rotherham Employment and Skills Board is tasked with overseeing the delivery and monitoring of the Strategy and with reporting on progress to Cabinet and the Rotherham Together Partnership (RTP) on an annual basis.

95. ROTHERHAM (SYMCA) LOCAL ELECTRIC VEHICLE INFRASTRUCTURE (LEVI) FUND

Consideration was given to the report which provided detail on the proposal that Rotherham Metropolitan Borough Council participate in the South Yorkshire Mayoral Combined Authority (SYMCA) Local Electric Vehicle Infrastructure (LEVI) Fund programme. This initiative, supported by Government funding, aimed to accelerate the deployment of public electric vehicle (EV) charging infrastructure in the South Yorkshire region. This would see the identification of Council land and property, both off street and on street, for the provision and installation of EV Chargers.

Based on a concession contract, the Scheme and Fund would be procured and managed by SYMCA but the day-to-day management of the contractor/concessionaire within Rotherham would be the responsibility of the Council to deliver, which included review and identification of Council land and property with the contractor. It was expected that this Scheme would provide between 500 and 1,500 additional charge points throughout Rotherham subject to site suitability and other dependencies.

It was anticipated that the Rotherham Borough would receive approximately 20% (£1.6M) of the allocation in the provision of infrastructure (i.e. not monies given to the Council, but the value of works carried out by the Contractor and funded by SYMCA), subject to final agreement and SYMCA's retention. The allocation was designed to enable EV Infrastructure (EVI) installations, whilst supporting less commercially attractive locations ahead of demand. A procurement approach was being designed to attract a contractor/concessionaire for 15 years to deliver the programme at no cost to the Council. The Contractor would also look to directly fund more commercially opportune areas,

between 20% – 100% of the programme value, giving a total capital investment value of between £1.9M to £3.2M for the Rotherham Borough.

The aim was to establish broad working principles across a wide range of sites in the initial phase, whilst providing an acceptable level of geographic and Ward coverage and, therefore, visibility for the Programme to promote interest and engagement. This would then lead to an accelerated programme to secure minimum provision across all Lower Super Output Areas (LSOA's – groups of between 400 and 1,200 households) and meet estimated demand across the Borough in the main phase. The concession would then become self-managed by the contractor/concessionaire with little likelihood of further grant support required to finalise installations in the least commercial or feasibly difficult sites. Once grant funding was exhausted, the concession would be self-reliant for expansion as demand for charging increased.

An initial one year and 5 year plan, with annual refresh, would be provided by the contractor/concessionaire, allowing annual review of progress and expected outcomes. This would be reviewed by Rotherham Council and then agreed. The contractor/concessionaire would be responsible, in collaboration with the delivery Officer(s), for carrying out comprehensive stakeholder consultation and communication exercises. This would also provide an opportunity for Councillor consultations to be undertaken. An update would be included as part of the Climate Emergency Annual Cabinet report, looking backwards at the success of delivery and also looking forwards to the future years' plan.

Resolved:

That Cabinet:

1. Approve the inclusion of the Rotherham Borough within the regional South Yorkshire Mayoral Combined Authority (SYMCA) Local Electric Vehicle Infrastructure (LEVI) funded programme and Rotherham Council's role in its procurement and delivery.
2. Delegate authority to the Assistant Director, Property and Facilities Services in consultation with the Cabinet Member for Transport, Jobs and the Local Economy and relevant Ward Members for the approval of any contracts or conditions (including for the use of Council land and property) as well as the delivery, monitoring and site approvals in relation to the SYMCA LEVI Fund.

96. 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.

97. DATE AND TIME OF NEXT MEETING

Resolved:-

That the next meeting of the Cabinet be held on Monday, 19th January, 2026, commencing at 10.00 a.m.

Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

Ofsted Inspection of Local Authority Children's Services Short Inspection November 2025

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

No, but it has been included on the Forward Plan

Executive Director Approving Submission of the Report

Nicola Curley, Executive Director of Children and Young People's Services

Report Author(s)

Nicola Curley, Executive Director of Children and Young People's Services
Nicola.curley@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

This report is to advise Cabinet of the outcome of the Inspection of Children's Services (ILACS) by Ofsted in November 2025. This was a judgement Short Inspection, and the Local Authority received an Overall Effectiveness grade of Outstanding. All sub-categories also received a grade of Outstanding with the exception of 'the experiences and progress of Care Leavers', which received a Good. There are two improvement actions, both related to Care Leavers.

Recommendations

That Cabinet note the outcome of the inspection regarding the effectiveness of children's services in Rotherham and endorse the priorities identified for continued focus.

List of Appendices Included

- Appendix 1 Inspection of Rotherham Metropolitan Borough Council local authority children's services 3 to 7 November 2025
- Appendix 2 Initial Equality Screening Assessment – Part A
- Appendix 3 Carbon Impact Assessment

Background Papers

Framework for Inspecting Local Authority Children's Services, Ofsted, August 2025

Consideration by any other Council Committee, Scrutiny or Advisory Panel

n/a

Council Approval Required

No

Exempt from the Press and Public

No

Ofsted Inspection of Local Authority Children's Services Short Inspection November 2025

1. Background

- 1.1 Children's Services across the country are subject to regular inspections by Ofsted in a variety of formats. The main vehicle for evaluating the overall effectiveness of the delivery of social care services is via the Inspection of Local Authority Children's Services (ILACS). These judgement inspections take place approximately once every three years. Rotherham's last judgement inspection was in June 2022, when it received an overall rating of Good. When a Local Authority is Good or above, its next inspection is designated a short Inspection – this means one that takes place over a two week period.
- 1.2 Since Rotherham's last ILACS, Ofsted has added a new judgement category around care leavers and there are now four areas of scrutiny:
- Experiences and progress of children who need help and protection
 - Experiences and progress of children in care
 - Experiences and progress of care leavers
 - Impact of Leaders on social work practice with children and families.

Culminating in an Overall Effectiveness judgement.

2. Key Issues

- 2.1 The ILACS had been anticipated for some time and was announced on 27 October 2025. Significant offsite work took place in that first week, including interviews with the Lead Member, the Chief Executive and the Independent Chair of the Rotherham Safeguarding Children's Partnership.
- 2.2 Fieldwork took place in the second week with 10 Inspectors interviewing staff from all parts of the Service (Family Help, Front Door, Duty and Assessment, Locality, Children in Care, Care Leavers, Fostering, Adoption, Education services, and Commissioning) and reviewing significant numbers of children's files. Children and young people were also interviewed by the Inspectors and gave their views about services provided by the Council.
- 2.3 A final report was published by Ofsted on 16 December 2025. It was extremely pleasing to be judged Outstanding across 3 of the 4 categories, with an **Overall Effectiveness Judgement of Outstanding**. The impact of leaders on social work practice, the experiences and progress of children who need help and protection and the experiences and progress of children in care were all rated Outstanding. The experiences and progress of care leavers was rated Good.
- 2.4 The report stated that:

Progress is evident across all areas of social work practice.

Children in need of help and protection, and those in care, now benefit from an outstanding service delivered by a stable, highly skilled workforce. Practitioners know their children well, advocate fiercely for them, and build relationships that promote safety and belonging. Further investment in the early help and family help model is enabling more children to remain safely within their family networks with timely, targeted support that is making a measurable difference to their lives.

Decisive action has been taken to strengthen pathway planning, embed relational support, and promote opportunities for safe independence when care leavers are ready.

The voice of children is now a defining strength of the service.

- 2.5 Inspectors found that the Council placed children's experiences and voices at the heart of decision-making and practice, recognising a strong culture of learning, continuous improvement and cross-organisational commitment to children and families.
- 2.6 This outcome reflects years of dedicated work by social workers, practitioners, leaders and partners across Rotherham to improve services, rebuild trust and keep children safe and supported. While this recognition is significant for the Council and the borough, it is important to emphasise that improvement is a continuing journey and that there is still work to do, as evidenced in the actions required in relation to Care Leavers.
- 2.7 This achievement places Rotherham among an elite group of just nine local authorities in England to hold both an Outstanding ILACS rating – the highest possible judgement under Ofsted's *Inspection of Local Authority Children's Services* framework – and the top Area SEND outcome, which assesses how effectively councils support children and young people with Special Educational Needs and Disabilities. It is the only council in the Yorkshire and Humber region to achieve this combination.
- 2.8 Ofsted highlighted a number of strengths across services, including:
- **Children's voices are central to assessment**, planning and support, with lived experience actively shaping services. This includes initiatives such as the Children in Care Council, 'In Care Voice' group, and 'Look Ahead' for care leavers, as well as outreach programmes, SEND sufficiency planning, and increasing placements within the borough. Young inspectors and young journalists also play a key role in holding services to account and improving practice.
 - **Leadership impact is strong**, with clear vision, stable management, and robust corporate and political backing, *reflecting sustained and visible council-wide commitment to placing children at the heart of strategic decision-making since the last inspection.*

- **Children who need help and protection** receive timely, effective support, and risk is managed well.
- **Children vulnerable to exploitation** “receive a highly effective service from Evolve, the specialist exploitation team”. Multi-agency work is strong and the relational approach increases safeguarding of children.
- **Children in care experience stability**, feel listened to and are supported to achieve their ambitions.
- **A culture of reflective practice, learning** and sharing good practice is embedded across teams.

2.9 The inspection also recognised the Council’s approach to workforce engagement, which meant staff felt valued, proud to work for Rotherham, and inspired to deliver the very best for children, young people, and families.

2.10 **Plans for Care Leavers**

Although services to Care Leavers were judged Good, there were also two improvement actions in relation to this area of practice:

- The quality of pathway plans for care leavers
- The quality of health history information provided to care leavers

2.11 These areas of practice will form part of the Care Leaver Service Delivery Plan, and updates will be reported to the Corporate Parenting Partnership Board at regular intervals. The improvement actions will also be scrutinised formally by the Improving Lives Select Commission.

3. **Options considered and recommended proposal**

3.1 That Cabinet note the outcome of the inspection regarding the effectiveness of children’s services in Rotherham and endorse the priorities identified for continued focus.

4. **Consultation on proposal**

4.1 There was no consultation on this report as it is an external document.

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

5.1 The Executive Director will be accountable for ensuring all actions are undertaken to address the improvement actions stated in the report. These will be complete by September 2026.

6. Financial and Procurement Advice and Implications

- 6.1 There are no procurement or financial implications arising from the recommendations contained within this report.

7. Legal Advice and Implications

- 7.1 The legal basis for a Chief Inspector to inspect the overall performance of a local authority is under section 136 of Education and Inspections Act 2006. This focusses on how effectively local authorities undertake various functions toward children in care and care experienced young people under the Children Act 1989, the Children Act 2004 and under section 2 of the Children and Social Work Act 2017 as referenced under section 135 of the Act. The outcome of the report under section 137 is noted as outstanding overall with improvement action points required to care leavers services.
- 7.2 By virtue of section 3 of the Education and Inspections Act 2006 (Inspection of Local Authorities) Regulations 2007, the local authority must provide a written statement of action which they propose to take in light of the report. In view of this, there are no legal implications by following the recommendation at 3.1.

8. Human Resources Advice and Implications

- 8.1 Human resources will continue to provide advice and support the Directorate with workforce issues.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 The Ofsted report demonstrates significant progress since the last inspection in 2022. It highlights improved practice across the service impacting positively on children and their families. The report recognises how children's voice has helped shape service delivery.

10. Equalities and Human Rights Advice and Implications

- 10.1 The Initial Equalities Impact Assessment is attached to the report at Appendix 2.

11. Implications for CO2 Emissions and Climate Change

- 11.1 A climate impact assessment has been completed and is available at Appendix 3.
- 11.2 There is no anticipated carbon impact associated with the report and its recommendations: a carbon impact from attendance at bimonthly delivery meetings is assessed to be negligible, as most meetings are hosted online. Improving outcomes for children in need of help and protection may have benefits for their resilience to climate change, in the longer-term.

12. Implications for Partners

- 12.1 It is recognised that achieving an outstanding grade for the effectiveness of children's services requires effective joint working with internal and external partners. The inspection report demonstrates strong collaboration between partners is underpinning the work to achieve better outcomes, especially for vulnerable children.
- 12.2 Ofsted highlighted a "cross-organisational commitment to children and families" as central to the borough's success. Ofsted praised the Evolve exploitation team, part of a broader multi-agency model, for delivering trauma-informed support to vulnerable children.
- 12.3 The inspection noted that children's voices are integrated into all assessment, planning, and support processes.

13. Risks and Mitigation

- 13.1 The Children and Young People's Service Directorate Leadership Team oversee delivery of children's services through Performance Management, Assurance and Change Management boards. The identification of risks and the mitigations will be managed through these governance arrangements.

14. Accountable Officers

Nicola Curley, Executive Director of Children & Young People's Service

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	John Edwards	24/12/25
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	24/12/25
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	24/12/25

Report Author: Nicola Curley, Executive Director of Children & Young People's Service

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

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Inspection of Rotherham Metropolitan Borough Council local authority children's services

Inspection dates: 3 to 7 November 2025

Lead inspector: Catherine Heron, His Majesty's Inspector

Judgement	Grade
The impact of leaders on social work practice with children and families	Outstanding
The experiences and progress of children who need help and protection	Outstanding
The experiences and progress of children in care	Outstanding
The experiences and progress of care leavers	Good
Overall effectiveness	Outstanding

Since the last inspection in 2022, services for children, young people and families in Rotherham have improved further, driven by a confident leadership team with strong corporate and political backing. This united commitment has placed children's experiences and their voices at the heart of strategic improvement. Progress is evident across all areas of social work practice.

Children in need of help and protection, and those in care, now benefit from an outstanding service delivered by a stable, highly skilled workforce. Practitioners know their children well, advocate fiercely for them, and build relationships that promote safety and belonging. Further investment in the early help and family help model is enabling more children to remain safely within their family networks with timely, targeted support that is making a measurable difference to their lives.

Senior leaders' ambition for their care leavers has grown significantly. Decisive action has been taken to strengthen pathway planning, embed relational support, and promote opportunities for safe independence when care leavers are ready. While some variability remains, the leadership team is actively addressing this, ensuring

that every young person is well prepared and supported for adulthood and where every decision is made with their futures in mind.

What needs to improve?¹

- The quality of pathway plans for care leavers. (Outcome 4, national framework)
- The quality of health history information provided to care leavers. (Outcome 4, national framework)

The experiences and progress of children who need help and protection: outstanding

1. Children requiring help and protection benefit from a wide range of services delivered through well-established and well-coordinated family help hubs. These hubs provide a continuum of support from pregnancy, through adolescence and beyond, ensuring that children and their families receive timely, targeted early help to prevent escalation of risk and need. The rapid allocation of early help workers is providing swift interventions and support where it is needed. Assessments are thorough, child focused and grounded in the experiences and voices of children and families. Creative early help workers build on the strengths of families, helping to increase their resilience, recognising parents and carers' natural talents and positive attributes. Workers connect families and their network to services at the earliest opportunity, leading to co-produced plans that reflect family goals.
2. When children's needs change and risk increases, effective relationships between family help hubs and statutory services ensure that children receive the right services at the right time. Family help workers and social workers support the child and family to understand what is happening and navigate the next steps. When it is safe to step down from statutory services, this happens thoughtfully and is reflective of the level of need and parental agreement. Children and families can reconnect with professionals they know and trust in the family help hubs.
3. The multi-agency safeguarding hub (MASH) provides a timely, proportionate and child-focused response to safeguarding concerns. Professionals across agencies demonstrate a strong understanding of intervention thresholds. MASH social workers triage contacts robustly and act swiftly to protect children at risk of harm and those in greater need. Clear communication between agencies helps to build the fullest picture of the child's lived experience. This is an improvement since the last inspection. Social workers sensitively consult children's parents when it is safe to do. Experienced and skilled managers provide robust oversight at all decision-

¹ The areas for improvement have been cross-referenced with the outcomes, enablers or principles in the [Children's Social Care: National Framework](#). This statutory guidance sets out the purpose, principles for practice and expected outcomes of children's social care.

making points. Children's records show decisive management guidance, enabling social workers to explore information with confidence and clarity. This results in timely and effective initial screening that supports children to receive the right help and at the right time.

4. The MASH baby clinic plays a vital role in the early identification and safeguarding of unborn babies. Thorough multi-agency information-sharing, supported by informed parental consent, ensures that coordinated safeguarding measures are in place before the child is born. Timely allocation of assessments to highly skilled practitioners ensures that risk factors are identified, including disguised compliance, with a clear analysis of the impact on the child. Pre-birth assessments are of excellent quality. They are family led, historically informed and thoroughly consider parental capacity.
5. The out-of-hours team provides a robust and responsive service when children need help and protection outside normal working hours, including weekends. Joint working between the out-of-hours team, daytime team and other agencies is strong.
6. Social workers develop meaningful relationships with children, including disabled children, using a range of tools to engage them in direct work. Workers from the disabled children's service have accessed a wide variety of training to support them to communicate with this group of children in formats such as Makaton and British Sign Language.
7. Social work assessments of children's needs are of consistently high quality. Assessments are detailed, analytical and underpinned by the child's voice. Each child's unique needs and risks are clearly identified, which is an improvement since the last inspection. Family history is fully explored by professionally curious social workers, who involve family networks in safety planning. While risk is well recognised, assessment tools are not consistently used to support analysis. This is mitigated by robust management oversight, which objectively reviews assessment quality, recommendations and proposed next steps.
8. When a safeguarding response is required, strategy meetings are held promptly and are very well attended by police and other agency professionals. Child protection enquiries are thorough and lead to well-coordinated responses where the child's vulnerability and voice are central to decision-making and planning. When child protection conferences are required, these are timely and result in effective information-sharing forums, which involve parents and children's extended family members. Partner agencies consistently engage and contribute to coordinated multi-agency planning that is child centred and needs led. Conference chairs oversee and review child protection plans effectively.
9. Children's plans, including those for disabled children, are developed alongside families, using restorative practice that empowers them, so they are central to decision-making and support plans. Core group meetings are held regularly and

involve relevant family members and professionals. This helps identify changing need and ensures coordinated responses that help make and sustain changes so that children's circumstances improve.

10. Children who are missing from education or who are electively home educated are promptly identified through robust support and effective safeguarding systems. Engagement with children and families fosters a positive working relationship and ensures that parents have information to make informed decisions about their child's education, and, when possible, supports children to get back into full-time education.
11. Children at risk of going missing from home and being exploited receive a highly effective service from Evolve, the specialist exploitation team. Children are routinely offered timely return home interviews, enabling professionals to understand the reasons for children going missing, and to inform safety and trigger plans for children. When concerns are escalating, multi-agency child exploitation meetings are convened promptly to share intelligence and coordinate disruption strategies. Comprehensive exploitation risk assessments are completed by social workers and inform multi-agency interventions. Children receive support from knowledgeable, skilled practitioners who build trusting relationships through consistent, trauma-informed engagement. This relational approach increases children's confidence in trusted adults, enabling disclosure and strengthening protective factors.
12. When risks to children persist despite intervention, the Public Law Outline process is initiated effectively to improve children's circumstances and avoid unnecessary escalation to court. Parental engagement is meaningful, helping parents to understand the seriousness of concerns and what needs to improve. Additional assessments are undertaken, including of extended family members as potential carers, ensuring that all safe and sustainable options to improve children's situations and keep them within their families are explored. Senior leaders robustly track children's experiences during pre-proceedings, ensuring that decision-making remains timely, proportionate and focused on the child's best interests. For some children, this improves their situation, so they are diverted away from legal proceedings.
13. Children are supported to remain at home or within their family and friends network when it is safe to do so. The Engage team provides bespoke practical and emotional family support to help achieve this, using a relational approach alongside other social care interventions. Evidence-based programmes and community resources engage families and empower them to make sustained change.
14. Since the last inspection, the local authority designated officer (LADO) service has strengthened. Allegation screening and allegation management meetings are thorough and timely, with a clear focus on safeguarding children and vulnerable

people. Awareness of the LADO role across external agencies and engagement with the service have increased, resulting in improved relationships.

15. Children aged 16 and 17 who present as homeless are listened to and taken seriously, with professionals responding quickly and respectfully. Their safety is prioritised and, where appropriate, efforts are made to help them remain within their family network, when this is safe and in their best interests. Children are informed of their rights, including the option to enter care, and this is reflected in their records even if advocacy offers are not always explicitly documented. Children receive intensive, practical support, whether moving into accommodation or reconnecting with family, and this support continues for as long as necessary.
16. Children who are privately fostered benefit from a timely, child-centred safeguarding response that ensures that their needs are understood, their voices are heard, and their well-being is actively promoted. The child's voice, parental consent and the views of all involved parties are central to the assessment process, ensuring that decisions are inclusive and well informed. Child in need plans are meaningful and reviewed regularly, ensuring that the arrangement remains suitable and that the child continues to make progress.
17. There has been a strong focus on the identification of young carers since the last inspection, which has significantly strengthened the assessment and support of young carers, ensuring that their unique needs are recognised and addressed in a timely, child-focused way. Children benefit from a range of targeted practical and emotional interventions that give them time away from caring responsibilities and space to be children. For those already receiving support from children's social care, their carer-related needs are now fully integrated into existing plans, including early help, ensuring a joined-up and holistic approach.

The experiences and progress of children in care: outstanding

18. Children move into care only when it is no longer safe for them to remain at home, and this decision is made with very careful consideration of their individual needs, safety and long-term well-being. Family and friends networks have usually already been explored by social workers, who recognise the importance of maintaining safe and familiar relationships and cultural identity. Where kinship carers have already been identified through network mapping and strong relational work, this often means suitability assessments are already complete. This enables children to move into safe and known environments even in an emergency.
19. When kinship carers are not a viable option, alternatives such as foster care and residential care are carefully and sensitively explored by social workers. Wherever possible, these decisions are made with the fullest understanding of what is known about the child at the time of the decision for the child to come into care. Sometimes, it is not always possible to secure the most appropriate placement for

a child immediately, particularly in urgent or complex situations. This results in a small number of children having short-term placements.

20. Since the last inspection, senior leaders have undertaken a wholesale review and transformation of their sufficiency strategy. Fostering and residential services have been reset and rebuilt and are now providing a more resilient and responsive range of placements to meet children's needs. This has successfully increased the availability of local homes for children, reduced unplanned moves and increased placement stability.
21. Social workers carefully and sensitively assess children's needs to help them identify suitable homes that can best meet the child's needs. Managers and senior leaders oversee key decision points for children to come into care and ensure that moves are well coordinated and, when possible, thoughtfully planned. A range of permanence options are explored as soon as children enter care, and their progress is monitored through highly effective panels and planning meetings that result in timely decision-making for children.
22. There is a strong focus on providing a secure family life for a child within kinship arrangements while they grow up and beyond. Concentrated efforts support kinship carers to become special guardians at the earliest opportunity if this is the right plan for the child. Applications to court are timely and high-quality evidence informs court decisions for children. Special guardian support plans are detailed and promote the stability of these arrangements.
23. Most children, including disabled children in care and those living outside the borough, live in stable homes, allowing them to form trusting and consistent relationships with those who care for them. On the rare occasions when a registered home is unavailable, a very small number of children live in unregistered children's homes for the shortest period. The arrangements are meticulously monitored and subject to weekly senior management oversight and scrutiny. The quality assurance (QA) mechanisms of these arrangements are further strengthened by the commissioning service, which carries out visits to settings and engages providers in applying to register with Ofsted. The very small number of children in these placements receive a high frequency of visits and multi-agency support to continually assess their safety and care.
24. Since the last inspection, the fostering service has been strengthened, which has prioritised stability for children and improved training and support for foster carers. The comprehensive training offer provides foster carers with a wide range of training and learning events, including needs-led therapeutic approaches from the Empower team, which is an in-house therapeutic service. There is strong management oversight across the fostering service from team managers to the assistant director level, providing senior leaders with a clear line of sight to children and carers' experiences. Fostering recruitment plans are ambitious and underpinned by strengthened governance through the new Fostering Transformation Board.

25. Fostering and kinship assessments are of high quality, with strengths and vulnerabilities proportionately weighted. Assessments are timely and occasional delays are purposeful to ensure thorough information-gathering and analysis. Foster carers report positive, respectful and well-informed assessment experiences and are well prepared for panel.
26. Care is taken to ensure that homes are suitable for children and meet their needs well so that children make progress from their starting points. There is a strong emphasis on children living as close to their communities as possible, when it is safe to do so. Therefore, when children live out of the area or in children's residential homes, for the majority this is according to their assessed needs.
27. Children return home when it is in their best interests. Decisions are well considered, involving relevant professionals and family and based on assessments that are underpinned by evidence. Planning ensures that families continue to receive support when the child leaves care and includes safety planning, so families know how to respond if they experience challenges or difficulties.
28. Early permanence is secured for children through a plan for adoption supported by robust assessments when it is in the children's best interests. Concurrent planning explores all viable options so that decisions for children are timely and well considered. The matching process is thoughtful, focused on the suitability of the match and takes into consideration children's individual needs as well as their need to live with brothers and sisters. Introductions for children with their adoptive parents are well managed. This helps children settle with their permanent family.
29. The strong working relationship between the local authority and the regional adoption agency helps to ensure that the needs of local children with a plan of adoption are met. There is a clear recruitment strategy in place to increase the number of adopters approved by the agency. The assessment, training and support of adopters is robust. High-quality preparation training supports prospective adopters to fully understand the varied needs of children who need adoptive families and prepares them well for a child joining their family.
30. Unaccompanied asylum-seeking children are well supported by committed social workers who are sensitive to their cultural needs and their previous experiences. Social workers strive to match children with carers who are culturally aware and able to support children to access appropriate resources within their community.
31. Children's plans are child centred and individual and well informed by thorough assessments that highlight children's wishes and feelings. Children are actively encouraged to participate in their reviews with other important people. Creative approaches by social workers, such as using board games, engage children so they feel confident to express their views and influence their care decisions. Review recommendations are clear and aspirational for children. Letters to

children after reviews from independent reviewing officers (IROs) are child centred and warm in tone, providing poignant messages that celebrate the child's achievements and progress and help them to understand their plan.

32. Children receive timely and responsive support for their health and emotional well-being wherever they live. Health assessments, dental and optician checks are arranged promptly and sensitively, helping children feel cared for and prioritised. The Empower therapeutic team provides consultations for professionals and children's carers to help them respond with empathy and insight to children's mental health needs, and provides bespoke therapy directly to children when necessary.
33. IROs champion children's rights and engage children and ensure that children's voices are heard and respected. Children have meaningful relationships with their IROs. Many have known their IROs for several years, resulting in IROs having a deep understanding of the child and their unique history. IROs keep in touch with children's social workers about children's progress and the impact of their care planning, which creates a solid foundation of support to children.
34. Children are visited regularly by skilled social workers, who have the time to purposefully engage with them. Social workers are professionally curious and interested in their children's progress and safety. They build positive relationships with those who matter most to children and involve them in planning and decision-making, but always with the child's voice front and centre. They undertake high-quality direct work with children that aligns with the child's interests and understanding. Workers convey important information about the child's history and the reasons for decisions in a nurturing and sensitive way.
35. Children are supported to keep in touch with important people in their lives. Family time assessments are well written and consider risks and family vulnerabilities, strengths and children's views. Assessments influence child-focused family plans that are flexible and involve professionals being present only when necessary to keep children safe. Social workers' meaningful collaboration with parents, despite complex challenges, increases parental engagement and helps children to maintain important bonds and links to their personal identity, past and present.
36. Children are supported and motivated to achieve their educational aspirations. Collaborative work between teams across the organisation ensures that children are supported to achieve academically. The virtual school is very well led by experienced leaders, who are supported by committed and skilled staff who deliver a range of targeted support to children in care and their schools. The voice of the child, attendance targets and aspirational goals are consistently reflected in personal education plans. As a result, children make positive progress from their starting points, and most children remain in education, employment or training after Year 11.

The experiences and progress of care leavers: good

37. Children in care are allocated a personal adviser (PA) well in advance of them leaving care or reaching their 18th birthday. PAs consistently attend children's care planning meetings and carry out joint visits with the child's social worker, contributing to children's care planning. This arrangement allows children to develop meaningful and trusting relationships with workers who will continue to support and befriend them into adulthood.
38. PAs are genuinely interested in their care leavers' well-being and progress. PAs have a detailed knowledge of young people's needs and histories and are persistent in making sure that young people receive the right levels of visiting and help that meets their individual needs. Consequently, care leavers are confident in asking for help and reassurance when needed. All the care leavers who inspectors spoke with were incredibly positive about their PA and the support they have received.
39. PAs promote a culture of keeping in touch with their care leavers and this is reflected in the high numbers of care leavers in contact. PAs use a range of methods to engage with young people, including via home visit, text message, phone call or voice note. When young people reach 21, their support needs are reviewed, and young people are consulted on whether they wish to continue to receive support. These conversations are well recorded. For young people who opt out, they are reminded through a minimum of annual contact that they can return for support when they need it.
40. Pathway assessments and plans include the practical steps and support that young people need, but they are very long, and young people do not find them a useful document. Leaders have already recognised this and consultation with young people has resulted in a revised format so that plans have a greater impact and value.
41. The 'Journey' hub is a valued and well-resourced centre for care leavers to access a range of services from multi-agency professionals, such as housing, virtual school and health. Activities in the hub provide young people with a safe space, opportunity to connect with others, spend time with their PA or use facilities such as the kitchen and washing machines. This serves as a significant part of the keeping in touch service for care leavers and increases the likelihood that they will access support when they need it.
42. Care leavers live in suitable accommodation. Young people who spoke to inspectors said that they feel safe where they live. There is a range of housing options, but leaders recognise that more work is needed to increase sufficiency further to provide care leavers with even more choice. Some young people have access to independent flats that help them to develop the skills needed to manage their own tenancies. If successful, these flats become their 'forever home'. Some care leavers choose to remain living with foster carers in 'staying

put' arrangements. Their living circumstances are encouraged, supported and regularly reviewed through pathway planning.

43. Care leavers in Rotherham benefit from council tax exemption and have priority status when applying for local council housing. Leaders are advocating for their care leavers by actively engaging with other regional areas to improve reciprocal arrangements so that young people who live out of borough have the same rights and entitlements to housing and council tax exemption.
44. Care leavers' physical and emotional health needs are well considered. Care leavers are supported to register and access universal services alongside engaging in the health drop-in sessions with a named nurse at the Journey hub. Care leavers are not routinely receiving their health history document or reminded how to access this information. Talking therapies are promptly offered to care leavers struggling with emotional needs or experiencing periods of mental ill health. Young people also have full access to the local authority employee assistance programme. This enables young people to have choice on where they access help.
45. Care leavers are encouraged to access education and career opportunities and reach their potential. Care leavers spoke highly of the virtual school and the practical and emotional support that they receive to access employment, education and training. Care leavers are provided with information about their rights and entitlements and are aware of the local offer. Leaders are ambitious to continue to strengthen the offer according to care leavers' needs and wishes.
46. PAs' work with highly vulnerable care leavers focuses on reducing risks and encouraging change. Risks associated with drugs and alcohol misuse and harmful relationships are recognised effectively. PAs engage with multi-agency networks to provide wraparound support to young people and increase their safety, understanding the young person's behaviour in the context of past trauma. PAs talk openly to young people about worries, while remaining respectful and acknowledging that change cannot be forced. Instead, PAs are persistent and regularly remind young people that they care about them and are available to provide support when they are ready.
47. Care leavers in custody receive an effective response. PAs are sensitive to young people's individual needs. They show them empathy and are persistent when encouraging young people to stay in touch and access support. Workers make regular visits and recognise young people's need for connection to their community, for example sending them local newspapers. PAs contribute to young people's resettlement plans in preparation for young people's release.
48. Care leavers who are seeking asylum are well supported in Rotherham. PAs understand the unique needs of this group of young people and ensure that their plans meet their needs.

The impact of leaders on social work practice with children and families: outstanding

49. Since the last inspection in 2022, there has been sustained and visible council-wide commitment to placing children at the heart of strategic decision-making in Rotherham. Across party political leadership and senior management, children's social care is recognised as a core responsibility, with a shared ambition to improve outcomes for children and families. There is a strong and embedded commitment to corporate parenting and the rights of children and young people, underpinned by a strategic vision that translates into tangible action. Sustained investment and ambitious planning have enabled development across children's services, including in sufficiency of homes for children.
50. The dedicated Strategic Director has established and nurtured a confident children's services leadership team that remains highly effective and strategically focused, providing consistent direction and oversight across children's services. Transitions for new leaders have been carefully managed to strengthen leadership while ensuring continuity and minimal disruption to service delivery.
51. The voice of children is now a defining strength of the service, reflecting a significant and sustained improvement since the last inspection. This progress has been driven by strong, visible leadership that empowers staff to place children at the heart of everything they do. Senior leaders have aligned systems and expectations so that children's views are consistently captured, respected and used to shape both individual care plans and wider service development. The redesign of the corporate parenting partnership board creates meaningful opportunities for children to hold leaders to account alongside groups such as the 'In Care Voice' (children in care group) and 'Look Ahead' (care leavers group), young inspectors and young journalists, who also have real impact.
52. Professional relationships across the partnership remain strong, mature and purposeful, enabling consistent collaboration and shared accountability for children in the borough. The partnership understands the needs of local children well and defines its shared priorities around these. The active and committed safeguarding executive group jointly delivers strategic oversight and invests in the sustainability and responsiveness of the safeguarding infrastructure.
53. Senior leaders are outward looking and always seeking to improve. They have a track record of responding effectively to areas for development, new demands and challenges. They are responsive to emerging needs and lead a culture of learning and accountability. Senior leaders have prioritised previous areas for improvement, embedding them into everyday practice to ensure that children receive consistently high-quality support. As a result, practice has strengthened across all areas of the service.
54. The effective QA framework plays a critical role in helping leaders and managers to understand the quality of children's experiences across services. It is comprehensive in scope and underpinned by high-quality performance data, audit

activity, and feedback from children, families and practitioners, supporting the self-evaluation to be founded in evidence. Importantly, the high-quality data and insight generated through QA activity is equally accessed by elected members, strengthening corporate oversight and reinforcing a shared accountability for improving outcomes. This collective understanding ensures that strategic decisions are informed by the issues leaders know matter most, and that is children's safety, well-being and lived experience.

55. The organisation embraces a culture of continuous learning and improvement, where good practice is not only recognised, but also celebrated, shared and embedded to strengthen outcomes for children. Insights from frontline practice, audits and feedback are translated into clear recommendations and tangible changes, which are cascaded across the service through practice development sessions, targeted briefings and reflective learning forums. This ensures that staff are consistently equipped with the knowledge, tools and confidence to deliver high-quality, relational care. Clear governance structures provide senior leaders with effective oversight and assurance that learning is being applied where it matters most, resulting in stronger practice.
56. Leaders have nurtured a confident, proud and inspired workforce through visible leadership, strategic investment, and a clear focus on professional development. Staff morale is high, and turnover is stable, with low use of agency staff. Workers' caseloads are manageable, but leaders aim to reduce these further. Workers are confident to seek support when they feel workloads are excessive. When this happens, managers are responsive and take effective action. To support this, leaders have increased capacity through the appointment of family workers within locality teams and advanced practitioners in the care leavers' teams.
57. Supervision is highly effective and mostly regular, providing workers with a helpful reflective space. Staff are consistently very positive about the support and opportunities available to seek advice, guidance and support from their managers. Written records of supervision identify clear actions that workers progress in the desired timescales.
58. This strategic approach to workforce engagement ensures that staff feel informed, empowered and actively connected to the council's vision for children's services. Workers told inspectors that they feel valued and are proud to work for Rotherham. They described a vibrant learning culture and working conditions that place great value on reflection, professional growth and staff influence. This results in workers feeling valued and inspired to do the very best for children, young people and their families.

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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: Ofsted Inspection of Local Authority Children's Services Short Inspection November 2025	
Directorate: CYPS	Service area:
Lead person: Nicola Curley, Strategic Director of Children and Young People's Services	Contact: Nicola.curley@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
Children's Services across the country are subject to regular inspections by Ofsted in a variety of formats. The main vehicle for evaluating the overall effectiveness of the main social care delivery of services is via the Inspection of Local Authority Children's Services (ILACS). These judgement inspections take place approximately once every three years. Rotherham's last judgement inspection was in June 2022, when it received an overall rating of Good. When a Local Authority is Good or above, its next inspection is designated a short Inspection – this means one that takes place over a two week period.

Since Rotherham's last ILACS, Ofsted has added a new judgement category around care leavers and there are now four areas of scrutiny:

- Experiences of and progress of children who need help and protection
- Experiences and progress of children in care
- Experiences and progress of care leavers
- Impact of Leaders on social work practice with children and families culminating in an Overall Effectiveness judgement.

The ILACS was announced on 27th October 2025 and concluded early November 2025. Significant offsite work took place in the first week alongside interviews with the Lead Member, the Chief Executive and the Independent Chair of the Rotherham Safeguarding Children's Partnership and fieldwork took place in the second week with 10 Inspectors interviewing staff from all parts of the Service (Family Help, Front Door, Duty and Assessment, Locality, Children in Care, Care Leavers, Fostering, Adoption, Education services and Commissioning) and reviewing significant numbers of children's files. Children and young people were also interviewed by the Inspectors and gave their views about services provided by the Council.

This report is to advise Cabinet of the outcome of the Inspection of Children's Services (ILACS) by Ofsted in November 2025. This was a judgement Short Inspection, and the Local Authority received an Overall Effectiveness grade of Outstanding. All sub-categories also received a grade of Outstanding with the exception of experience and progress of Care Leavers, which received a Good. There are two improvement actions, both related Care Leavers.

Any significant changes to services and/ or workforce as part of the delivery of the improvement actions would be subject to further approval.

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		
The report is to advise Cabinet of the outcome of the Inspection of Children's Services (ILACS) by Ofsted in November 2025. There are no proposals included within the report to be considered.		

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
Nicola Curley	Strategic Director, Children & Young Peoples Service	23/12/2025

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	22/12/2025
Report title and date	Ofsted Inspection of Local Authority Children's Services Short Inspection November 2025 - 19 th January 2025
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	19 th January 2025
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	23 rd December 2025

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 the Borough as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	None	N/A	N/A	N/A	N/A
Emissions from transport?	None	N/A	Meetings of multi-agency strategic groups may involve travel.	The majority of meetings are held online to minimise travel.	N/A
Emissions from waste, or the quantity of waste itself?	None	N/A	N/A	N/A	N/A
Emissions from housing and domestic buildings?	None	N/A	N/A	N/A	N/A
Emissions from construction and/or development?	None	N/A	N/A	N/A	N/A
Carbon capture (e.g. through trees)?	None	N/A	N/A	N/A	N/A

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

Will the proposal affect Council services' resilience to climate change, or the capacity of people living in the Borough to adapt to climate change?

Any impact will be neutral or beneficial. Improving access to universal and community services for children in need of help and protection can reduce health and other inequalities. This can increase resilience to climate change where extreme heat can exacerbate health conditions. Any travel impact through the routine attendance at bimonthly delivery groups is mitigated through the vast majority occurring online.

Provide a summary of all impacts and mitigation/monitoring measures:

The ILACS report outlines work on multi-agency safeguarding responses to children.

It has a negligible direct carbon impact, mitigated through virtual meetings. There are no anticipated carbon impacts associated with two improvements actions noted in the report, regarding the quality of pathway plans and health history information for care leavers.

Supporting information:

Climate Impact Assessment Author

Nicola Curley
Strategic Director
(N/A)
Children and Young People's Services

Please outline any research, data or information used to complete this Climate Impact Assessment.

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

Validation

Tracking Reference: CIA 579

Arthur King
Principal Climate Change Officer

Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

November 2025/26 Financial Monitoring Report

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

Yes

Executive Director Approving Submission of the Report

Judith Badger, Executive Director of Corporate Services

Report Author(s)

Rob Mahon, Service 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 2025 and forecast for the remainder of the financial year, based on actual costs and income for the first eight months of 2025/26. 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 of November 2025, the Council's forecast outturn for 2025/26 is an overspend of £3.4m, which is a worsening of the £0.9m overspend position reported in September financial monitoring. The increased overspend is primarily due to increased cost of care packages within Adult Social Care Mental Health placements and a number of backdated payments for packages across Older People and Physical and Sensory Disabilities. The forecast position overall is made up of a combined Directorate overspend of £8.7m, offset by a projected Central Service underspend of £5.3m. The forecast position will continue to be monitored closely but it is possible that even with mitigations the Council will need to call on reserves to achieve a balanced outturn for 2025/26. In order to help mitigate the position, Directors are expected to take all steps to reduce the overall overspend, ensuring grant maximisation, restricting any non-essential expenditure and delaying recruitment where possible.

The combined Directorate overspend of £8.7m is largely due to demand and market pressures in relation to Children's residential placements and placement types, and the cost of care packages in Adult Social Care. Market prices are increasing at above inflation levels, placing further pressures on the Council's Budget. These pressures were anticipated and a corporate provision of £5.4m was maintained within Central Services as part of the Budget and Council Tax Report 2025/26.

The Local Government Pay Award was agreed at 3.2% at all pay bands up to senior officer. The impact of this is a cost of £2.3m above the budget allocated when setting the Council's Budget. The Council has no control over the level of pay award agreed.

Central Services is forecasting an underspend of £5.3m, reflecting use of the £5.4m Social Care Contingency approved within the Council's Budget and Council Tax Report 2025/26, the impact of the Local Government Pay Award and savings generated within the Council's Treasury Management Strategy.

The report also provides an updated position on the Council's Capital Programme.

Recommendations

That Cabinet:

1. Note the current General Fund Revenue Budget forecast overspend of £3.4m.
2. Note the projected overspend and that whilst the Council aims to manage this pressure, should that not be possible use of reserves will be required to balance the 2025/26 financial position.
3. Note the updated position of the Capital Programme.
4. Approve the capital budget variations as detailed in section 2.17 of the report.

List of Appendices Included

Appendix 1 Equalities Impact Assessment

Appendix 2 Carbon Impact Assessment

Background Papers

Budget and Council Tax 2025/26 Report to Council on 5th March 2025

Budget Monitoring, May 2025 to Cabinet July 2025

Budget Monitoring, July 2025 to Cabinet September 2025

Budget Monitoring, September 2025 to Cabinet November 2025

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

November 2025/26 Financial Monitoring Report

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 2025/26, 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 2025/26 as at November 2025

Directorate	Budget 2025/26	Forecast Outturn 2025/26	Forecast Variance over/under (-)
	£m	£m	£m
Children and Young People's Services (CYPS)	74.2	79.1	4.9
Adult Care, Housing & Public Health (ACH&PH)	145.3	149.3	4.0
Regeneration and Environment Services (R&E)	55.1	55.9	0.8
Finance and Customer Services (FCS)	38.0	37.3	-0.7
Assistant Chief Executive (ACX)	9.3	9.0	-0.3
Central Services (CS)	37.1	31.8	-5.3
Directorate Forecast Outturn	359.0	362.4	3.4
Dedicated Schools Grant			3.3
Housing Revenue Account (HRA)			-0.6

- 2.2 As at November 2025, there is a forecast overspend of £3.4m. This position is made up of a Directorate overspend of £8.7m, offset by a projected Central Service underspend of £5.3m. The Council's overspend position at this point is largely due to placement pressures within Children and Young People's Services (£5.7m), and the cost of care packages in Adult Social Care (£4.4m). The forecast position will continue to be monitored closely but it is possible that even with mitigations the Council will need to call on reserves to achieve a balanced outturn for 2025/26.

2.3 As part of setting the Council's Budget and MTFs for 2025/26 the Council set a Social Care Contingency budget to act as a provision to support anticipated pressures across Social Care placements, principally linked to CYPS placements. Central Services is forecasting an underspend of £5.3m, reflecting use of the £5.4m Social Care Contingency approved within the Council's Budget and Council Tax Report 2025/26 to mitigate social care cost pressures, the impact of the Local Government Pay Award and savings generated within the Council's Treasury Management Strategy.

2.4 The budget as approved at Council on 5th March 2025 included provisions, allocations for inflation, pay award and anticipated cost pressures. These budgets are held centrally at the start of the year and allocated to services as costs are confirmed and incurred. The table below sets out the headline reasons for the movement between opening budgets and the latest budget that has been forecast against in this report.

2.5 **Table 2: Budget Movements during 2025/26**

	Opening Budget 2025/26	Pay Award / Fees & Charges Income Inflation	Contract Inflation & Central Provision Allocations to Services	Service Transfers between Directorates	Latest Budget 2025/26
	£m	£m	£m	£m	£m
CYPS	68.8	2.0	3.4	0	74.2
ACH&PH	135.9	2.0	7.4	0	145.3
R&E	48.6	2.5	4.2	-0.2	55.1
FCS	35.1	2.4	1.6	-1.1	38.0
ACX	8.3	0.6	0.2	0.2	9.3
CS	62.3	-9.5	-16.8	1.1	37.1
TOTAL	359.0	0.0	0.0	0.0	359.0

2.6 The Council's Financial Outturn report 2024/25 reported that £4.902m of prior year savings remained undelivered. In addition, the Budget and Council Tax report 2025/26 included the delivery of £2.592m of new savings, giving £7.494m to be delivered during 2025/26. Currently, £6.918m of delivery has been secured. The table below shows the total amount of all savings to be delivered during 2025/26 and the amount that has been delivered to date.

Table 3: Delivery of Agreed Savings

Directorate	2025/26 Saving to be delivered £'000	Secured as at 30 th November 2025 £'000	Still to be delivered £'000
Adult Care, Housing and Public Health	600	400	200
Children's and Young People Services	6,163	6,163	-
Regeneration and Environment	731	355	376
Total	7,494	6,918	576

- 2.7 The Council has reviewed the CYPS placements savings that was originally approved as part of 2019/20 Budget setting. This review has focussed on looking back across this period to assess if the Council has made the savings that it originally set out to achieve and if those savings have impacted positively the Council's placements costs. The result of the review shows that the Council has reduced Looked After Children (LAC) placements across this period by in excess of 120 placements. The challenge across this period is that market costs in this sector, in particular on residential placements, have risen dramatically and continue to do so. As a comparison, had the Council still had that same level of placements that it held in 2019/20, at today's prices, the Council would be spending around £10m more per year. As such the Council is now able to record these savings as delivered as the key actions have been delivered. The remaining overspend within CYPS relates more towards the impact of rising market prices, lack of real growth in the Council's fostering placements and the need to complete the in-house residential programme. The Council aims to address the impact of rising market prices through the Budget setting process for 2026/27.
- 2.8 The following sections provide further information regarding the Council's forecast outturn of £3.4m, the key reasons for forecast under or overspend within directorates and the progress of savings delivery.
- 2.9 **Children and Young People Services Directorate (£4.9m forecast overspend)**
- 2.9.1 Children & Young People Services has a budget pressure of £4.9m at the end of November 2025 (an increase of £0.6m compared to September's reported position). The overall forecast is primarily driven by pressures in Children's Social Care placements of £5.7m and Education Inclusion Services of £0.4m. These pressures are offset in part by grant maximisation and staff turnover.
- 2.9.2 The children in care placements forecast overspend of £5.7m represents an increased cost pressure of £0.9m compared to the position reported in September. The worsened position is mainly due to increased placements (and costs) in external residential children's homes over the last couple of months.
- 2.9.3 The following are key points to note in the latest children in care placements forecast:
- The overall number of children in care has decreased to 461 at the end of November, down from 473 in September. This reduction was anticipated and reflects a return to usual levels following the unusually high placement numbers seen during the summer holiday period.
 - Overall placement costs have continued to rise since the last reported position, driven primarily by higher expenditure on independent foster care and external residential placements. This increase has been partially mitigated by the application of asylum seeker support grant funding.
 - External residential placements remain the main driver of the placement budget pressures, with 38 children placed in external children's homes in November against a budgeted target of 33. This pressure is further compounded by the growing proportion of children (14 out of 38) placed in high-cost residential provision (average cost of £12,891 per week) due to the complexity of their needs.

- Occupancy levels in Council-owned children's homes currently stand at 87% - a reduction (equivalent to 1 bed) compared to last reported position of 93%. Efforts continue to support more children and young people within council-owned homes.
- The number of children placed in fostering care (in-house carers, with families & friends and independent fostering agencies) currently stands at 297, a reduction compared to 302 in September.
- Despite the reported forecast overspend, the Council has made year-on-year progress in reducing underlying placement costs and demand. However, the mix of placement types, increasing unit cost and complexity of care needs remain significant challenges.

2.9.4 A forecast overspend of £0.4m (a reduction of £0.2m) is currently estimated against the Education Inclusion Services. This is mainly attributed to a shortfall in Education Psychology Service trading income from schools as well as the continued use of locum and agency staff to maintain core statutory provision.

2.9.5 A balanced budget position is currently forecast against the Home to School Transport budgets managed within CYPS (for children in care and post 16 learners with Education, Health and Care Plans).

2.9.6 The pressures referred to have been partly mitigated through staff turnover and vacancy savings across the directorate, as well as maximising or redirecting the use of grant funding (where there is scope and flexibility to do so).

Dedicated Schools Grant (DSG) budgets (£3.3m forecast deficit)

2.9.7 A net surplus of £1.1m is forecast across all maintained schools for 2025/26. This surplus is ring-fenced for use by individual schools. Within this overall position, four schools are projecting budget deficits totalling £0.4m (including the Aspire Pupil Referral Unit). Budget recovery plans have been agreed with each of these schools to return them to a balanced or surplus position within an appropriate timeframe.

2.9.8 A cost pressure of £3.3m (consistent with the position reported in September) is currently forecast against the central DSG budgets and mainly relates to the Special Educational Needs and Disabilities (SEND) / High Needs Block. The forecast deficit reflects sustained cost / demand pressures across the SEND system. The DSG reserve is forecast to show a £3.7m cumulative deficit at year-end, which will be carried forward to 2026/27 under the DSG statutory override and protections.

2.9.9 Work has been completed on the 5-year DSG Financial Plan - informed by the recent SEND needs and sufficiency analysis, ensuring alignment with local priorities and demand forecasts. The 5-year plan showed continuing annual in-year deficits over the medium term with a cumulative DSG deficit of £16.1m projected at the end of 2030/31. These financial projections exclude the impact of anticipated reforms or additional funding by the Government to address financial sustainability concerns in the SEND system.

2.10 Adult Care, Housing and Public Health (£4.0m overspend)

- 2.10.1 The directorate is forecast to overspend by £4m, an increase of £2m since the previous period. The increase has come from Adult Care offset by small additional income in Housing. Increases in demand and complexity of care packages make up all the projected overspend. The cost of care packages is forecast to overspend by £4.4m within Adult Care.
- 2.10.2 There has been a significant volume of back-payments confirmed in the period across Older People and Physical and Sensory Disabilities packages. This is in part due to the complex nature and variety of how care packages can commence, with some commencing from the NHS whilst an assessment of liability is worked through between the NHS and the Council. In addition, there has been a growth in Mental Health placements. The increased cost of packages is £1.4m.
- 2.10.3 Salary costs are forecast as broadly breakeven. A large number of vacancies were recruited to as part of a recruitment drive during the period that have offset the previous forecast underspend.
- 2.10.4 Housing is forecast to underspend by £400k, an increase of £100k on the previous period. Additional grant income was received in the period, offset by increased costs, including interest charges.
- 2.10.5 Public Health continues to be forecast to budget.

2.11 Regeneration and Environment Directorate (£0.8m forecast overspend)

- 2.11.1 The Directorate is forecasting an overspend of £0.8m which has improved by £0.2m since the last report to Cabinet. There are a number of overspends within the forecast which are being offset to some extent by assorted underspends some of which are detailed below.
- 2.11.2 The Markets service is forecasting a £0.4m overspend because of income shortfalls which is a similar position to previous years. It is hoped this position improves in future years as the redevelopment continues.
- 2.11.3 The Waste service is forecasting delayed delivery of the £0.5m saving approved as part of the Budget and Council Tax Report 2025/26. The route optimisation project has now been delivered, and contractual changes have been implemented. However, the full year impact of the saving will not be realised in 2025/26. It is currently forecasting a shortfall in delivery of £0.2m, which is in line with the last report. The service is operating a popular Bulky Waste collection service, which is £0.2m overspent (£0.1m in the last report) due to increased disposal costs.
- 2.11.4 The Home to School Transport service is forecasting to spend £9.4m this financial year, which is a £0.4m overspend. Demand has continued to increase, and the service is operating 327 routes for 1,270 passengers.
- 2.11.5 These overspends are offset by a £0.3m underspend in Community Safety and Regulation owing to vacancies and delays in implementation of the new Street Safe Team, which has increased by £0.1m since the report. Licensing is also projecting a

£0.2m underspend as a result of vacancies. The Regeneration team is capitalising staff salaries of project managers delivering the capital programme, resulting in a £0.2m underspend.

2.12 **Finance and Customer Services (£0.7m underspend)**

2.12.1 The directorate is currently forecasting an overall underspend of £673k. Robust budget management and additional income generation in Building Cleaning are offsetting pressures across the wider directorate.

2.12.2 Property and Facilities Services (PFS) is forecast to be underspent by £0.3m. There is an underspend of £1.1m within Cleaning as income is greater than budgeted and, following a review of work underway, the Building Consultancy service is expected to exceed its income budget by £1.6m. This is largely offset by Facilities Management's £1.4m overspend due to assorted building costs, mostly repairs and maintenance, being above budget. There is also a £0.5m overspend within the Catering Service and £0.4m in Asset Management due to income under-recovery.

2.12.3 Within Customer, Information and Digital Services, activity is ongoing to minimise the impact of increased postage costs. Recruitment challenges are creating a temporary cost reduction, which is offset by over-recruitment within Customer Services contact centre to help manage the difficulties caused by high staff turnover and service demand in this area, that impacts on call waiting times.

2.12.4 Legal Services faces ongoing demand for legal support with child protection hearings and court case costs relating to Looked After Children. Ongoing difficulties in recruiting to key posts are currently resulting in the extended use of locum solicitors and external suppliers. However, the number of cases remains volatile and will continue to be monitored closely, along with an internal development programme for trainee solicitors.

2.12.5 A piece of work to review the Schools' PFI contract is underway. Improvements have been made in how the Council manages these contracts, but there is further work to do.

2.13 **Assistant Chief Executive (£0.3m underspend)**

2.13.1 The service is currently forecasting an underspend of £277k. Factors contributing to the overall underspend include external grant income and a number of vacancies across the Directorate, in addition to overachievement of income from salary sacrifice schemes.

2.14 **Central Services (£5.3m underspend)**

2.14.1 Central Services has a £5.3m forecast underspend, reflecting use of the Social Care Contingency set aside when the Budget was approved and the net impact of the Local Government Pay Award and additional Treasury Management savings.

2.14.2 There continue to be significant financial challenges as a result of increased market costs causing pressure on the Council's inflation budgets and the impact of the 2025/26 Local Government Pay Award. Ongoing uncertainty in the global and UK economy remains a significant budget risk.

2.14.3 The Council's Treasury Management Strategy continues to perform well, with the Council's approach to borrowing adapted to minimise the level of borrowing and to borrow short term to ultimately minimise interest costs. It is estimated that this approach should see the Council generate savings to support Council wide pressures. The use of short-term borrowing only as required, along with slippage on the Capital programme in 2024/25 means that the level of financing costs for 2025/26 is less than anticipated. It should be noted that the Council's Budget and Council Tax Report 2025/26 approved a requirement for the Treasury Management Strategy to save at least £3m in 2025/26. This is on track; however economic and market conditions are out of the Council's control.

2.14.4 The Central Services budgets are 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 2025/26, approved at Council on 5th March 2025. 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.

2.15 **Housing Revenue Account (HRA) (£0.6m underspend)**

2.15.1 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 £600k in the year due to reduced energy costs and higher rental income than forecast. This has increased by £400k in the period.

2.16 **Capital Programme Update**

2.16.1 The revised Capital Programme is £169.917m split between the General Fund £103.770m and HRA £66.148m. This is a decrease of £41.770m from the position reported to Cabinet on 17th November 2025. The movement is based on the latest profiles of expenditure against schemes, including slippage re-profiles and corrections of £43.449m, new grant funding added to the programme of £1.755m and some minor programme corrections of -£0.076m in 2025/26.

2.16.2 **Table 4: Variations to the Capital Programme 2025/26 to 2028/29**

	Total Impact	2025/26 Impact	Post 2025/26 Impact
	£m	£m	£m
Revised Grant and Funding Estimates	12.621	1.755	10.866
Slippage / reprofiling	0.000	-43.449	43.449
Budget corrections	-0.071	-0.076	0.005
Total	12.550	-41.770	54.320

2.16.3 The main items contributing to the reprofiling of the Capital Programme are:

- **Addison Road, Maltby scheme**, £1.351m slippage. The scheme has had delays due to drainage design amendments, external approvals and supply chain delays.
- **Laven Road, Maltby scheme**, £0.861m slippage. The scheme has had delays due to drainage design amendments, external approvals and supply chain delays.
- **Market Acquisitions Phase 2**, £2.474m slippage. This year's full budget will not be spent as the properties have not been completed by the external housing developer in the timeline expected. As such the Council cannot acquire all properties in 2025/26 as expected.
- **Warm Homes Phase 2**, £0.945m slippage. This re-profile is required due to delay in gaining the grant award from Department for Energy Security and Net Zero (DESNZ). All properties will also require surveying prior to commencement of works.
- **Albert Road Club West Melton SME**, £655k slippage. This project comprises the purchase of nine new affordable homes at the Albert Club development in West Melton (Wath-Upon-Dearne) under the Small Sites Homebuilding Initiative and some of these will now be purchased in 2026/27. The Council's acquisitions here are defined by the pace of delivery of the external developer.
- **Wath Regeneration Grant**, £3.461m slippage. Project is on hold whilst a full value for money evaluation takes place to ensure that work can be completed within the budget allocation.
- **Our Places Fund**, £1.990m slippage. The programme has been pushed back whilst a full consultation process was undertaken on how the Council should utilise this fund the outcome of which will be delivered during 2026/27.
- **Clean Air Zone Electric Charges**, £0.933m slippage. This scheme is to address challenges principally relating to the underperformance of bus retrofit technologies, via acceleration of the roll-out of electric buses. The scheme is being led by Sheffield City Council; as such the Council awaits their design for the programme before progress can be made.
- **Electric Vehicle Charging Infrastructure**, £1.029m slippage. Work on this scheme is not expected to start until quarter 4 of 2025/26 meaning costs will fall into next year. There have been delays getting elements of the work approved by Northern Powergrid.
- **Special Schools unallocated budget**, £0.776m slippage. There are no further projects identified for delivery in 2025/26; as such the budget will be slipped to support the programme in 2026/27.
- **Newman (Dinnington)**, £0.600m slippage. The scheme is subject to approval of works on the main site at Whiston as part of the Department for Education(DfE) Strategic school improvement capital budget (SSICB) process. It is expected that there will be January 2026 start with an approximate 6-month programme.

- **Templeborough**, £4.183m slippage. This project is delayed whilst the Council reaches agreement between Magna, the Council and the construction partner for the delivery of the scheme. The project is not being delivered on a Council owned site; as such the Council is not in full control.
- **Riverside Gardens**, £3.802m slippage. There are delays on the Riverside Gardens project as the Council are awaiting an ecologist report prior to commencing delivery.
- **Rotherham Markets**, £3.500m slippage. The Council is working with its external partner to carry out further design work on this scheme to gain greater cost certainty for the project prior to commencing the next phase of the scheme.
- **Dinnington Regeneration Grant**, £0.539m slippage. Further design work and detailed surveys are required which will mean work is now likely to start in 2026/27.
- **Mainline station**, £6.385m slippage. There are ongoing discussions on land acquisitions, and the Council is exploring powers to support the acquisitions required; feasibility work is ongoing.
- **West Melton Phase 1**, £0.600m acceleration. Project to reroof properties is progressing well and the Council now expect to complete more work than expected due to quicker progress on site.
- **Strategic Acquisitions Fund**, £1.300m acceleration. One site identified to purchase this financial year, and a price has now been agreed.
- **Babot Hall Industrial Estate**, £0.500m acceleration. The Council need to carry out additional site investigation, vegetation clearance and environmental reports this year.

2.16.4 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	2025/26 £m	Post 2025/26 £m
Housing Revenue Account (HRA)		
Warm Homes Wave 3	1.598	7.190
CIL funding – West Melton play area	0	0.060
Finance and Customer Services		
Pride in Place Funding	0	1.500

Regeneration and Environment		
Pathfinder – Templeborough Regeneration	0	0.178
City Region Sustainable Transport Settlements (CRSTS) • Sustainable Transport, Bus Service Improvements. • Sustainable Transport, A6109 Meadowbank Road. • Sustainable Transport, Wath. • Sustainable Transport, College Road. • Sustainable Transport, Fenton Road. • Sustainable Transport, various schemes.	0.056	1.473
Section 106 Connectivity funds (unallocated)	0.002	0
SYMCA Active travel funds – Hummingbird Walk crossing.	0.030	0.320
Lawn Tennis Association – Rosehill Park tennis court	0	0.072
Lawn Tennis Association – Herringthorpe Park tennis court	0	0.074
Todwick Parish Council – CCTV upgrades	0.015	0
Section 106 – Morthern Road	0.054	0
Total	1.755	10.867

2.17 Capital Programme Variations

2.17.1 There have been no significant variations other than those slippage and new grant variations reported above.

2.18 MCA Approvals

2.18.1 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 will be requested of £2.050m through SYMCA Gainshare funding to support further work on the gateway mainline station.

2.19 Capital Programme 2025/26 to 2028/29

2.19.1 The proposed updated Capital Programme to 2028/29 is shown by directorate below.

Table 6: Proposed Updated Capital programme 2025/26 to 2028/29

Directorate	2025/26	2026/27	2027/28	2028/29	Total
	Budget	Budget	Budget	Budget	Budget
	£m	£m	£m	£m	£m
General Fund Capital					
Children and Young People's Services	10.928	12.791	6.283	16.100	45.822
Regeneration and Environment	66.939	87.019	20.429	6.340	181.007
Adult Care & Housing	11.727	7.098	6.394	6.927	32.146
Assistant Chief Executive	0.439	0.255	0.210	0.210	1.114
Finance and Customer Services	13.737	18.102	12.041	19.451	63.331
Total General Fund Capital	103.770	125.265	45.357	49.028	323.420
Total HRA Capital	66.147	91.394	51.560	94.251	303.352
Total RMBC Capital Programme	169.917	216.659	96.917	143.279	626.772

2.19.2 The Capital Programme for 2025/26 remains ambitious even with a significant level of re-profiling of schemes into 2026/27. The Council will therefore need to keep close control of project spend profiles and delivery milestones to keep these projects on track. The Council will also need to review the deliverability of this increased capital programme and potentially, re-profile some schemes into future financial years.

2.20 Funding Position of capital programme 2025/26

Table 7: Funding of the Approved Capital Programme

Funding Stream	2025/26
	Budget
	£m
Grants and Contributions	47.969
Unsupported Borrowing	55.113
Capital Receipts	0.551
HRA Contribution	0.137

Total Funding - General Fund	103.770
Grants and Contributions	9.489
Unsupported Borrowing	14.553
Housing Major Repairs Allowance	34.624
Capital Receipts	2.434
Revenue Contribution	5.047
Total Funding - HRA	66.148
Total	169.917

2.21 Capital Receipts

- 2.21.1 To date General Fund useable capital receipts of £0.790m 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 2025
	£m
Miscellaneous	-0.025
Far Field Lane Wath upon Dearne	-0.765
Total Capital Receipts (Excluding loan repayments)	-0.790
Repayment of Loans	-0.015
Total Capital Receipts	-0.805

2.22 Capital Achievements

- 2.22.1 The following outputs have been achieved during the 2025/26 financial year to date:

Ward Budgets

- A total of 78 projects have been completed to the end of September 2025, an increase of 18 since the previous report.

ICT Infrastructure

Replacement of the Council's data back-up capability - providing a single, consistent and secure data recovery solution.

Community Safety and Street Scene

- Replacement and upgrades to signs, barriers, road markings, and other street furniture are underway - continued to replace any damaged, missing or outdated signage to ensure compliance with current traffic regulations. Additionally, implemented three new 20mph zones within the borough; these include

extensive changes to existing assets. Renewal of damaged and obsolete vehicular restraint systems are ongoing via external contractors.

- Work on removing obsolete street lighting and furniture is in progress - continuing to work through concrete lamp column replacement program at a rate of approximately 20 units per week giving a yield of 150 new steel lamp columns during October and November.
- Annual road improvement programme is ongoing. With nearly 18km of unclassified roads resurfaced within the 2025/2026 Highway Repairs Programme so far, we continue to see a reduction in carriageways requiring repair (red condition). We have also carried out footway improvements – 135 footways with 47 completed plus patching works on other sections of the footway network and unclassified roads - 151 roads with 119 completed.
- The Eel Mires Dike Flood Alleviation Scheme and Kilnhurst Flood Alleviation Schemes are progressing towards shovel-ready status and due to reach this status in Quarter 4 2025/26. The Whiston Brook Flood Alleviation Scheme tender evaluation is currently being carried out by the Flood Team and colleagues in Procurement. It is hoped a delivery partner will be engaged over the next few weeks followed by confirmation of a start date in early 2026. This is a major milestone to progress to reducing flood risk to residential properties.
- New IT system (Confirm) rollout continues to improve performance monitoring and public reporting. Sweepers and litter-picking teams are in training/testing (Sep–Oct 2025).

Culture Sport and Tourism

- Children's Playground Programme: Build started at Rother Valley Country Park on 17 November 2025.
- Rosehill Park Tennis Courts refurbishment started, and completion expected 15 December 2025.
- Herringthorpe Valley Park Tennis Courts refurbishment started, and completion expected 22 December 2025.
- Waleswood Caravan and Camping Park - Tent Field Drainage, with extra drainage added due to wet spots and 10 x caravan Pitch resurfaced. Both completed November 2025.
- New POF (payment on foot) machines installed in Rother Valley Country Park Car Park funded through LUF - September 2025.

Planning, Regeneration and Transport

- Snail Yard Pocket Park: Staircase landing works and handrail install completed late October 2025 and overall completion now expected in December 2025.

- Riverside Gardens/Corporation Street: Natural stone paving delivered and laying started late Oct 2025.
- Both Thrybergh and Rother Valley café buildings have now been successfully handed over from the contractor to the Council. These new spaces will open to the public in the New Year.
 - a. Thrybergh: transformed the aging building into a modern lakeside hub with improved indoor and outdoor seating, better access, and upgraded facilities.
 - b. Rother Valley: New 130-seater lakeside café with stunning waterfront views. Features a first-floor events room, new green spaces for outdoor activities, and a dedicated children's play area.
- Traffic Signal Systems Upgrade: All planned upgrades completed and fine-tuning ongoing.
- Outdoor Covered Market construction works ongoing.
- Highway structure improvements at Steadfolds Lane are now on site.

2.23 Updated 2025/26 Capital Budget vs Original Budget

In order to enable effective monitoring and scrutiny of the movement in the capital budget during the year the below table shows the current 2025/26 capital budget against the original capital budget reported to Cabinet in July.

Directorate	Original Budget £m	Updated Budget £m
General Fund Capital		
Children and Young People's Services	14.879	10.928
Regeneration and Environment	104.493	66.939
Adult Care & Housing	13.902	11.727
Assistant Chief Executive	0.441	0.439
Finance and Customer Services	15.561	13.737
Total General Fund Capital	149.275	103.770
Total HRA Capital	61.749	66.148
Total RMBC Capital Programme	211.024	169.917

3. Options considered and recommended proposal

- 3.1 With regard to the current forecast net revenue budget overspend of £3.4m that the Council is forecasting, further management actions continue to be identified with the clear aim of ensuring a balanced budget position can be achieved. If mitigation actions

cannot be identified, then the Council will need to use reserves to balance the outturn position.

4. Consultation on proposal

- 4.1 The Council consulted on the proposed budget for 2025/26, as part of producing the Budget and Council Tax Report 2025/26. Details of the consultation are set out in the Budget and Council Tax 2025/26 report approved by Council on 5th March 2025.

5. Timetable and Accountability for Implementing this Decision

- 5.1 Executive 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 2025/26 will be taken to Cabinet in July 2026.

6. 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 has been provided to Cabinet in November 2025. This provided 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. Legal Advice and Implications

- 7.1 There are no direct legal implications arising from the report

8. Human Resources Advice and Implications

- 8.1 There are no direct Human Resources implications arising from this report.

9. Implications for Children and Young People and Vulnerable Adults

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

10. Equalities and Human Rights Advice and Implications

- 10.1 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 are pulled together for inclusion within the Council's revenue budget or capital programme. The Equality Impact Assessment is attached as Appendix 1 to the report.

11 Implications for CO2 Emissions and Climate Change

- 11.1 There are no direct implications arising from the report. The Carbon Impact Assessment is attached as Appendix 2 to the report.

12. 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. Accountable Officers

Rob Mahon, Service Director – Financial Services

Approvals obtained on behalf of Statutory Officers:-

	Named Officer	Date
Chief Executive	John Edwards	23.12.25
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	16.12.25
Service Director of Legal Services (Monitoring Officer)	Phillip Horsfield	16.12.25

Report Author: Rob Mahon, Service 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:

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

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

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

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

Whilst the framework described above relates to revenue budgets, the capital

programme is also similarly monitored and reported alongside the Council's revenue position.

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

This report is the second financial report in the financial year, it sets out the Council's latest revenue forecast position. The report also covers off any other key items to be noted at this time.

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

3. Relevance to equality and diversity

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

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

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

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

If you have answered no to all the questions above, please explain the reason.

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.

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	Assistant Director Financial Services	

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	
Report title and date	November 2025/26 Financial Monitoring Report To Cabinet 19 th January 2026
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	

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 the Borough 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?	None				
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 emissions impacts associated with this decision which have not been covered by the above fields

This report constitutes an update on previously approved activity. All Capital schemes will have already been subject to their own climate impact assessments as part of their approval. It should be noted that where delays or slippage has been identified throughout the report it is likely that any original emissions savings are also delayed, for examples any year 1 carbon savings associated with the Warm Homes Phase 2 plan and EV Infrastructure delivery. Similarly, carbon forecast to be emitted through construction of delayed schemes will also be impacted for example the remaining schemes referred to in section 2.16.4.

Will the proposal affect Council services' resilience to climate change, or the capacity of people living in the Borough to adapt to climate change?

There are no specific impacts on resilience identified as part of this assessment. Significant new actions will be or have been subject to their own climate impact assessments.

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:

Climate Impact Assessment Author	Nikki Kelly Finance Manager (Corporate Finance) Financial Services Finance and Customer Services

Please outline any research, data or information used to complete this Climate Impact Assessment.	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

Validation	Tracking Reference: CIA574 Louise Preston Climate Change Manager



Public Report
Cabinet

Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

New Application for Business Rates Discretionary Relief for Rotherham Families First

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

No, but it has been included on the Forward Plan

Executive Director Approving Submission of the Report

Judith Badger, Executive Director of Corporate Services

Report Author(s)

Rachel Humphries – Operational Manager, Local Taxation, Revenues, Benefits and Payments, 01709 255159 or rachel.humphries@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

To consider the application for the award of Discretionary Business Rates Relief for Rotherham Families First. This is in accordance with the Council's Business Rates Discretionary Relief Policy (approved by Officer Delegated Decision on 01/07/2025).

Recommendations

That Cabinet approve the application for Discretionary Business Rates Relief for Rotherham Families First in accordance with the details set out in Section 6 of this report for the 2025/26 and 2026/27 financial years.

List of Appendices Included

Appendix 1 Part A Initial Equality Screening Document
Appendix 2 Part B Equality Analysis
Appendix 3 Carbon Impact Assessment

Background Papers

Discretionary Rate Relief Policy - Approved by Officer Delegated Decision on 1 July 2025.

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

New Application for Business Rates Discretionary Relief for Rotherham Families First

1. Background

1.1 Section 47 of the Local Government Finance Act (LGFA) 1988 conveys power on local authorities to allow discretionary relief that would be additional to any mandatory relief that may be applicable.

1.2 The Council can grant discretionary relief to: -

- Registered Charitable Organisations, including Community Amateur Sports Clubs. The relief granted is up to 20% of the rate liability as these organisations are eligible for 80% mandatory rate relief.
- Other organisations or institutions that are not established or conducted for profit and whose aims are charitable or otherwise, philanthropic, religious, concerned with education, social welfare, science, literature or fine arts. Relief can be granted up to 100% of the business rates liability.
- Properties occupied by not-for-profit sports or social clubs, societies or other organisations for the purposes of recreation. Relief can be granted up to 100% of the business rates liability.
- Rate relief to ratepayers – Section 47 of the LGFA 1988 as amended by Section 69 of the Localism Act 2011 gives the Council the discretion to grant relief to any other body, organisation or ratepayer, providing there is a decision of the Council to award relief in those circumstances and it is in the interests of the Council Tax payers in its area.

1.2.1 The Council operates a system of awarding relief through the application of a policy that was approved by Officer Delegated Decision on 1 July 2025.

1.2.2 Central Government and councils share every £1 of rates due as follows:

Central Government	50%
South Yorkshire Fire and Rescue Authority	1%
Rotherham MBC	49%

1.3 Application

Rotherham Families First, Store rear of 4b Stadium Way, Stadium Way, Parkgate Retail World, Rotherham, South Yorkshire, S60 1TG

1.3.1 Rotherham Families First is a registered charity which aims to work within the borough to prevent or relieve poverty. The end users are identified by charities, churches, schools and a range of professionals, then provided with support and goods delivered through appropriate organisations including REMA, the Red Cross and the Refugee Council.

1.3.2 The Charity receives donations from both the Rotherham community and local businesses. They ask that gifts are in a condition that the donor would give to their family, and donations will include household goods, toiletries, school uniforms, books and particularly baby items.

- 1.3.3 The Charity purchases some goods for distribution, which will include child safety gates, mattresses for cots, Moses baskets, quilts, microwaves, kettles and toasters. Retailers such as Smyth's Toys and Currys provide discounts on purchases, and the Morrisons community champion scheme support the charity.
- 1.3.4 The Charity is requesting an award for discretionary rate relief for the premises at Parkgate which are used to facilitate the receipt, collation and distribution of donated and purchased goods. The charity also organises the annual Rotherham Toy Appeal which launched on 7 November 2025 and has traditionally helped over 2,000 young people and children at Christmas. Whilst that work is the focus during November and December, there remains an ongoing commitment to support vulnerable Rotherham families with their basic needs.
- 1.3.5 The application for the award of discretionary relief is in line with the Council's qualifying criteria as set out in its Policy. The Charity provides access to support which is open to all sections of the community, and it works to develop community spirit and improve the lives of the most vulnerable people in the borough.
- 1.3.6 The Charity is applying for discretionary relief with regards to their 2025/26 and 2026/27 rates liability. The financial implication of awarding the relief is set out in Section 6 of the report.

2. Key Issues

- 2.1 To consider the application for Rotherham Families First which is requesting an award of discretionary rate relief for the property shown at 6.3 of this report.

3. Options considered and recommended proposal

- 3.1 Given the discretionary nature of the relief requested, the Council can determine either to award or not award relief.
- 3.2 In helping Members make such a decision, the Council has put in place a specific Policy framework to consider individual applications. In accordance with that Policy, the application (including supporting documentation) for relief has been considered in line with the qualifying criteria and other considerations set out in that Policy.
- 3.3 In line with the Council's Business Rates Discretionary Relief Policy, having regard to the financial cost of the proposed relief, the charitable use of the premises and the contribution that the organisation makes to the local community, it is recommended that an award for discretionary relief be granted to Rotherham Families First.
- 3.4 The alternative option is to decline to award relief to the applicant which is not recommended as the application from Rotherham Families First meets the Council's Policy.

4. Consultation on proposal

- 4.1 The recommendation in the report is based on the application of an existing policy. There has been no specific consultation carried out in relation to any individual organisation referred to within this report.

5. Timetable and Accountability for Implementing this Decision

- 5.1 The applicant will be advised by letter of the outcome of their application for relief within 10 working days of the Cabinet decision.

6. Financial and Procurement Advice and Implications

- 6.1 The applicant has completed a full application for the premises for the proposed relief in accordance with the Council's discretionary scheme criteria.
- 6.2 Paragraph 6.3 shows the value of the relief alongside the specific cost to the Council. The figures for 2026/27 are based upon the new Government Multiplier and the new Draft Valuation list.
- 6.3 Rotherham Families First proposed discretionary business rates relief.

(Did not occupy until 13/08/2025)

Year	Total Amount of Relief	Cost to RMBC
2025/26	£900.05	£441.02
2026/27	£1360.80	£666.79

- 6.4 As indicated in paragraph 1.2.2, 49% of the cost of the relief is met by the Council with 50% falling on Central Government and 1% on South Yorkshire Fire and Rescue Service.
- 6.5 There are no direct procurement implications arising from the recommendations detailed in this report.

7. Legal Advice and Implications

- 7.1 The statutory framework for discretionary relief is set out in the body of the report.
- 7.2 The recommendation is made in accordance with the Council's Business Rates Discretionary Relief Policy and with consideration to the criteria. A decision to refuse the application when the criteria set out within the policy has been met would leave the Council open to legal challenge.

8. Human Resources Advice and Implications

- 8.1 There are no direct human resources implications arising from this report.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 Rotherham Families First supports the most vulnerable and needy in the borough by providing household goods, school uniforms, clothing and baby essentials.

10. Equalities and Human Rights Advice and Implications

- 10.1 The recommendation in the report is to grant discretionary relief to Rotherham Families First as this will positively impact the organisation ensuring continuity of service provision. This recommendation is based on the Council's Discretionary Business Rates Relief Policy under which other businesses may make an application.
- 10.2 An Initial Equality Screening Document has been completed and attached as Appendix 1. A Part B Equality Analysis was completed on 21/05/2025 and is attached as Appendix 2.

11. Implications for CO2 Emissions and Climate Change

- 11.1 It is anticipated that an award of relief would not change the organisation's current operational activities and therefore will not impact CO2 emissions.

12. Implications for Partners

- 12.1. As stated in 1.2.2, 1% of the cost of any relief granted is met by the South Yorkshire Fire and Rescue Authority. In this case this cost is minimal.

13. Risks and Mitigation

- 13.1 The Government has issued guidance notes to advise authorities what criteria should be used in considering applications for Discretionary Rate Relief. Authorities have been strongly advised to treat each individual case on its own merits and to not adopt a policy or rule which allows them to not consider each case without proper consideration. In cognisance of these guidance notes, the Council has formally adopted a Policy framework for considering individual discretionary business rates relief applications with the decision to award reserved for Cabinet.

14. Accountable Officers

Rob Mahon, Service Director of Financial Services

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	John Edwards	19/12/25
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	12/12/25
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	15/12/25

Report Author: Rachel Humphries – Operational Manager, Local Taxation, Revenues, Benefits and Payments, 01709 255159 or rachel.humphries@rotherham.gov.uk

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

PART A - Initial Equality Screening Assessment

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

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

Completed at the earliest opportunity it will help to determine:

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

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

1. Title	
Title: New Application for Business Rates Discretionary Relief for Rotherham Families First	
Directorate: Finance and Customer Services	Service area: Financial Services
Lead person: Rob Mahon	Contact number: 01709 822034
Is this a: ☐ Strategy / Policy ☐ Service / Function ☒ Other If other, please specify Cabinet Report to consider an application for the award of Business Rates Discretionary Relief.	

2. Please provide a brief description of what you are screening
The report presents applications for the award of Business Rates Discretionary Relief which have been considered in line with the policy agreed by Officer Delegated Decision on 1 July 2025.

Appendix 1

The policy criteria includes consideration of organisations who actively encourage membership from particular groups in the community which include, young people, women, persons with a disability and ethnic minorities.

A Part B equality analysis was completed for the Business Rates Discretionary Relief Policy on 21/05/2025 covering all equalities implications.

The applicant has submitted equalities information in support of their application which has not presented any additional actions.

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?		✓
Could the proposal affect service users?		✓
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	✓	
Have there been or likely to be any public concerns regarding the proposal?		✓
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect the Council's workforce or employment practices?		✓
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 1

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 recommendation in the report is to award discretionary relief to Rotherham Families First which will positively impact the organisation ensuring continuity of service and will ensure service users with protected characteristics can continue receive the essential items they need.

- **Key findings**

The charity only works with professional organisations who distribute goods to people in need including people with protected characteristics.

- **Actions**

A Part B equality analysis was completed on 21/05/2025 in relation to the Council's Business Rates Discretionary Relief Policy. The individual applicant has submitted equalities information in support of their applications which has not presented any additional actions.

Date to scope and plan your Equality Analysis:	See above

Date to complete your Equality Analysis:	See above

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	Assistant Director of Finance & Customer Services.	2/12/2025

6. Publishing

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

Appendix 1

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 November 2025
Report title and date	New Applications for Error! Reference source not found.
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	24 November 2025



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: Business Rates Discretionary Relief Policy	
Date of Equality Analysis (EA): 14 April 2025	
Directorate: Finance and Customer Services	Service area: Revenues, Benefits and Payments
Lead Manager: Rachel Humphries	Contact number: 01709 255119
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)
Rob Mahon	RMBC	Assistant Director
Adrian Blaylock	RMBC	Head of Service
Rachel Humphries	RMBC	Operational 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 policy sets out the Council's intentions for dealing with business rates discretionary rate relief applications (including hardship relief requests) from Charities, Community Amateur Sports Clubs (CASCs), Non-Profit Making Organisations (NPMOs), and other businesses situated within the borough of Rotherham.

Although allowing for discretion, the business rates regulations do prohibit Councils from adopting a strict policy or rule for granting discretionary relief. The Government has however provided good practice guidance to advise Councils of the criteria to use when considering applications for relief. Authorities are strongly advised to treat each case on its own merits. Councils can, however, agree on a general basis on which it will approach any application made. Rotherham's business rates discretionary relief policy considers all applications made on their individual merits.

The policy has the potential to affect all business ratepayers. They must have access to and be provided with the relevant information and the opportunity to claim any reliefs that they may be entitled to. This is to ensure that they are charged the correct amount of business rates.

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

The Council has a duty to consider all applications for discretionary rate relief from individuals and organisations. In doing so, we do encounter diverse groups but do not, currently, routinely gather information on those groups.

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

Due to the diverse range of businesses, the identification of those who support/impact customers with protected characteristics can only take place as part of the application process.

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

Data will be recorded including location, business type/sector and target customer base, e.g. whether this is a specific community/group, number and value of award.

This information will be analysed in order to ensure the policy is applied fairly and equitably and to assess its impact on businesses and communities, particularly those representing or serving communities/groups with protected characteristics.

Engagement undertaken with customers. (date and group(s) consulted and key findings)	No direct engagement with customers has been undertaken in respect of this policy. The policy requires ratepayers to complete an initial application for consideration of relief. If relief is granted an annual renewal application is required for consideration of continued relief.
Engagement undertaken with staff (date and group(s) consulted and key findings)	The Business Rates Discretionary Relief Policy has been developed with support from colleagues in Revenues, Benefits & Payments; RMBC legal services and an external legal review. The policy is subject to ongoing review by all stakeholders. Council Members and Officers and partners play a vital role in the application of the policy. Monthly management information is provided to the Head of Service and the Assistant Director.

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 Council recognises that some businesses might have difficulty in making an application for business rates discretionary relief and those individual ratepayers who are vulnerable may need help with this process. The Council will ensure businesses are offered as much support as possible to be able to access the relevant information.

In cases of hardship, the Council will assist businesses in discussing and maintaining reasonable payment plans. In appropriate cases, the Council will consider suspending recovery action pending an application or further investigation of disputes and complaints.

The Council will also advise businesses experiencing exceptional hardship of the range of mandatory and discretionary discounts, reliefs, and reductions where appropriate.

The Council will signpost any people struggling to manage their business rates liability and finances to agencies that could help them assess their financial position [Finance and support for your business - GOV.UK](#).

-

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

The Council is committed to providing ratepayers with the full range of communication channels to overcome any barriers experienced with the following protected characteristics:

- **Age:** Communication methods may present barriers for older adults unfamiliar with digital technology. However, according to data provided by Statista, in 2022 there was an overall ownership in smartphones of 93%. In 2016, less than half of that 93% over the age of 55 owned a smartphone in comparison to 2022 where the figure rose to 82%. It may be presumptuous then to speculate that only the elderly population could be disadvantaged by digital communication channels. However, even if customers have not got access to a smartphone, the Council's telephony service is available daily Monday to Friday.
- **Disability:** ratepayers with disabilities may face challenges understanding or responding to communications, particularly if they have cognitive, sensory, or mobility impairments. Telephone support and online access through digital communication methods are anticipated to help overcome access barriers. It does mean that those who maybe have physical disabilities or are struggling with sight or hearing impediments can access the service via other methods that may be more accessible to their needs.
- **Gender Reassignment:** transgender individuals may face challenges if incorrect personal information (e.g., name, title) is used, leading to distress or delays.
- **Marriage and Civil Partnership:** joint liabilities/debts may create unequal burdens, particularly in cases of relationship breakdown.
- **Pregnancy and Maternity:** individuals on maternity leave or with caregiving responsibilities may affect individuals' ability to engage with application process (e.g. timing of contact).
- **Race:** language barriers may prevent individuals from understanding application processes or communications.
- **Religion or Belief:** religious observances or beliefs may affect individuals' ability to engage with application process (e.g. timing of contact).
- **Sex:** women, particularly single mothers, may face greater financial vulnerability due to caregiving responsibilities.
- **Sexual Orientation:** no specific barriers identified however, ensure inclusivity in communication to avoid assumptions.

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

The Council is committed to breaking down barriers and ensuring that the following actions provide a positive impact for communities or groups with protected characteristics.

- **Age:** ensure that multiple communication channels are offered (e.g., telephone, mail, online) to provide ease of access to information around the business rates discretionary relief policy and business rates information.
- **Disability:** offer accessible formats (e.g., large print, braille, audio). Train staff to recognise and support individuals with disabilities.
- **Gender Reassignment:** ensure that systems allow for updated personal information and that staff are trained on respectful communication practices.
- **Marriage and Civil Partnership:** address correspondence on an individual basis where appropriate, ensuring fair treatment for both parties (where a joint business rates liability).
- **Pregnancy and Maternity:** be aware and communicate clearly about application deadlines during periods of maternity leave or caregiving.
- **Race:** provide translated materials and access to interpreters as needed.
- **Religion or Belief:** accommodate religious practices when dealing with applications and relevant deadlines. Continue to provide flexible contact times
- **Sex:** Ensure equal treatment in policy application.
- **Sexual Orientation** use neutral language in all communications and ensure staff are trained on inclusive practices.

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 Business Rates Discretionary Relief Policy will have any negative impact on community relations.

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

5. Summary of findings and Equality Analysis Action Plan

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

Title of analysis: Business Rates Discretionary Relief Policy
Directorate and service area: Finance and Customer Services
Lead Manager: Rachel Humphries – Operational Manager for Local Taxation
Summary of findings:
The policy sets out the Council's intentions for dealing with business rates discretionary rate relief applications (including hardship relief requests) from Charities, Community Amateur Sports Clubs (CASCs), Non-Profit Making Organisations (NPMOs), and other businesses situated within the borough of Rotherham. The Council has a duty to consider all applications for discretionary rate relief from individuals and organisations. Due to the diverse and wide range of businesses, the identification of those who support/impact customers with protected characteristics can only take place as part of the application process.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
The business rates discretionary relief application will be updated to capture information as to how the ratepayer supports/impacts protected groups which will allow relevant information to be provided in future cabinet reports. On receipt of new, or renewal applications, any data relating to a protected characteristic will be recorded along with the outcome of the application.	A,D,S,GR,RE,RoB,S O,P M,CPM,C,O	06/25

*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
Rob Mahon	Assistant Director of Finance & Customer Services	21/05/2025

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	21/05/2025
Report title and date	Business Rates Discretionary Relief Policy
Date report sent for publication	01/07/2025
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	21/05/2025

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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 the Borough 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?	None				
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 emissions impacts associated with this decision which have not been covered by the above fields:

N/A

Will the proposal affect Council services' resilience to climate change, or the capacity of people living in the Borough to adapt to climate change?

Whilst there will be no direct impacts on resilience of this decision, the discretionary rates reduction for this charity will enable the support of additional families throughout the Borough, indirectly supporting resilience through increased capacity of this service which intends to support the most vulnerable of Rotherham's residents.

Provide a summary of all impacts and mitigation/monitoring measures:

There are no carbon impacts directly associated with this decision.

Supporting information:

Climate Impact Assessment Author

Rachel Humphries
Operational Manager
Local Taxation, Revenues, Benefits & Payments
Finance and Customer Services

Please outline any research, data or information used to complete this Climate Impact Assessment.

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.

Validation

Tracking Reference: CIA 564

Louise Preston
Climate Change Manager

Public Report with Exempt Appendices
Cabinet

Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

Council Homes Housing Delivery Programme Report January 2026

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

Yes

Executive Director Approving Submission of the Report

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

Report Author(s)

Alex Young, Housing Growth Manager

alex.young@rotherham.gov.uk

Ward(s) Affected

Borough-wide

Report Summary

This report provides the regular six-monthly update to Cabinet, setting out the latest developments and plans for the Council's Housing Delivery Programme. This report also seeks Cabinet approval to ensure the continued delivery of this programme which, in mid-December, reached the major milestone of 750 new Council homes since 2018 (having reached 742 at the data point of 30th November used throughout the report). This significant achievement has been reached through a mixed programme of delivery across four workstreams, an approach that is vital to managing risk, securing delivery certainty and achieving a balanced and affordable programme.

Contained within the report are proposed changes to the programme, which are designed to manage overall costs and secure the delivery of 1,000 new Council homes by Summer 2027. Also contained is information on risks to delivery and timescales, and the mitigations in place to manage these risks.

It is proposed that Housing Delivery Programme update reports continue to be presented to Cabinet on a six-monthly basis.

Recommendations

That Cabinet:

1. Notes the continued progress made in delivering the Council's Housing Delivery Programme, including the delivery of 55 new homes in the period covered by this report, and the ongoing work to deliver 1,000 new Council homes by Summer 2027.
2. Approves the delivery and purchase of homes from any of the schemes identified in Exempt Appendices 1 and 2b, subject to affordability and alignment with current and future programme objectives and the Council's capital approval processes.
3. Approves the programme changes outlined in this report to facilitate the delivery of 1,000 new homes 'on time' (by Summer 2027) and 'on budget' (within the financial resources allocated to the Programme from the Housing Revenue Account). This includes the removal and addition of specific schemes as outlined in Table 3, paragraph 2.4.
4. Approves the appropriation of 18 St Edmunds Avenue (see Appendix 4) into the Housing Revenue Account (subject to Secretary of State approval if required), and work to convert the property into four 1-bedroom flats for use as Council homes via the Market Acquisitions workstream (see paragraphs 2.11 and 2.12).
5. Approves the appropriation of land at Canklow (see plan attached at Appendix 5) into the Housing Revenue Account to enable the delivery of two Council homes as part of the housing delivery programme (see paragraph 2.7).
6. Agrees the intention to undertake initial feasibility work and technical due diligence on up to 18 Council-owned sites (Appendix 6) to assess their development potential for the future delivery of new social and affordable homes, and to inform any subsequent decision to develop or dispose of the land (see paragraph 2.16).
7. Agrees to delegate authority to the Service Director of Housing, in consultation with the Cabinet Member for Housing, to make any necessary substitutions or changes to the agreed site list (Recommendation 6) to ensure that the programme of feasibility work and technical due diligence remains deliverable and aligned with strategic priorities.
8. Agrees to delegate authority to the Service Director of Housing, in consultation with the Cabinet Member for Housing, to appoint appropriate consultants to carry out this work following the Council's procurement process.
9. Agrees to delegate authority to the Service Director of Housing, in consultation with the Section 151 Officer and Service Director of Legal Services, to enter into a Grant Funding Agreement with the Homes and

Communities Agency (trading as 'Homes England') in relation to the Social and Affordable Homes Programme 2026 – 2036 (see paragraph 2.37).

10. Agrees to continue to receive an update on the Housing Development Programme every six months.

List of Appendices Included

Appendix 1 Exempt Housing Delivery Programme
Appendix 2a Homes for Private Sale
Appendix 2b Exempt Pipeline Opportunities
Appendix 3 Photographic Summary of Delivery and Tenant Feedback
Appendix 4 18 St Edmunds Avenue
Appendix 5 Plan of Land at Canklow
Appendix 6 CHSF Proposed Site List
Appendix 7 Initial Equalities Screening (Part A)
Appendix 8 Equality Analysis (Part B)
Appendix 9 Climate Impact Assessment

Background Papers

[Rotherham Housing Strategy 2022-25](#)

[Cabinet Report - Housing Delivery Programme 2024/25 update](#)

Consideration by any other Council Committee, Scrutiny or Advisory Panel
Improving Places Select Committee (via annual updates on the Housing Strategy)

Council Approval Required

No

Exempt from the Press and Public

Yes – Exempt Appendix 1 Housing delivery Programme and Exempt Appendix 2b (Pipeline Opportunities)

An exemption for Appendices 1 and 2b 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 sought, as this part of the report contains commercially sensitive information.

When purchasing homes, either as Section 106 acquisitions, Market Acquisitions or via the Small Sites Homebuilding Initiative (see paragraphs 2.8 to 2.12 for further information), the Council may be in competition with others. Exempt Appendices 1 and 2a include information which may be subject to a commercial negotiation. 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.

Council Homes Housing Delivery Programme Report January 2026

1. Background

- 1.1 In 2018, the Council embarked on a Housing Delivery Programme. Since this time, the Council has established a strong track-record of delivery and achieved success in using its own land and resources to build and acquire new Council homes. It has delivered 742 new Council homes to the end of November 2025, including 606 homes for Council Rent (82%) and 138 homes for Shared Ownership (18%). In addition, 125 homes have been delivered for Market Sale that do not contribute towards the 1,000 new homes target, see Appendix 2a.
- 1.2 The programme remains on track to deliver 1,000 new Council homes by Summer 2027. There are risks to any programme of this scale and complexity, and information on the extent and potential impact of these risks is included in paragraphs 2.17 to 2.35 of this report. Also included is information on how these risks are being monitored and the mitigations in place to manage them.
- 1.3 Delivery to date has been achieved through a mixed programme of activity, with delivery across four workstreams:
 - New build homes on council-owned sites.
 - Delivery by Small and Medium-Sized Enterprises (SME) developers through the Council's innovative Small Sites Homebuilding Initiative.
 - Section 106 acquisitions from developers as part of their planning obligations.
 - The acquisition of homes from the open market ('market acquisitions').
- 1.4 Specifically, in the period from 1st June 2025 to 30th November 2025, the programme has delivered a total of 55 new homes. This has been achieved through 10 new build homes on Council owned sites, 27 Section 106 Acquisitions and 18 Market Acquisitions.
- 1.5 In the same period work has continued to bring forward future schemes in the Council's new-build programme. Construction has started on 45 new Council homes across three sites in Maltby, planning permission was granted for 4 homes on one site in Wath and a planning application was submitted for 20 homes at Tenter Street, Thornhill.
- 1.6 Two SME schemes started on site in this period, with a total of 15 new homes under construction at the former Albert Club site in West Melton and Clement Street in Kimberworth. A further scheme of 6 units is newly included in the programme at invitation to submit proposal stage. The developer will submit a full proposal to the Council which will be evaluated in line with the requirements of the delivery programme and a strategic needs assessment.
- 1.7 An updated photographic summary of delivery from 1st June 2025 to 30th November 2025, along with a selection of quotes from tenants, is provided at Appendix 3.

1.8 The Housing Development Programme has been nationally recognised this year with two schemes being nominated for a total of four awards:

- Infirmary Road Parkgate:
 - MJ Award for Innovation in Housing.
- East Herringthorpe:
 - MJ award in Innovation in Delivering Sustainability and Social Value.
 - Unlock Net Zero award for New Build Development of the Year (North and Scotland).
 - Northern Housing Award for the Best Affordable Housing Development (up to £5m).

1.9 The East Herringthorpe scheme won the Northern Housing Award for the Best Affordable Housing Development (up to £5m), with judges saying that “The development had a great impact for such a modest investment. The range of house sizes and types was impressive with a clear sustainable element to make this scheme stand out from the rest of the projects entered for this award”.

1.10 In line with the Council’s Social Value policy, the programme includes social value as a contractual commitment which is delivered as an integral part of the procured contracts which form part of the programme. Social value delivery from these contracts includes:

- £353k of equivalent social value delivered across Council build projects at East Herringthorpe, West Melton and Swinton (each project exceeded the contractual commitments).
- £37k of equivalent social value commitments delivered to date on 3 Council build schemes at design stage. Further social value commitments will be delivered as part of the subsequent construction phase contracts.
- £1.3m of equivalent social value delivered to date on the joint Adult Social Care/Housing development at Canklow.
- £1.46m of equivalent social value committed on the construction contract to deliver Council build homes at Maltby.

1.11 The need for the continued delivery programme is evidenced by the more than 7,000 households on the Council's housing register. The Council's ability to meet this demand continues to be eroded by the Right to Buy, which has seen 1,245 council homes sold between the beginning of January 2018 and the end of November 2025. Changes to Government policy resulted in a spike of applications in November 2024 which may contribute to larger numbers of properties lost to Right to Buy by the end of 2025/26. While expected further changes to Right to Buy legislation are likely to see a reduction in sold properties in the longer term, it is anticipated that the loss of Council housing stock to Right to Buy will continue.

2. Key Issues

Programme Changes and Project Delivery

- 2.1 On 7 July 2025, Cabinet approved programme changes outlined in the previous Housing Delivery Programme Report to facilitate the delivery of 1,000 new homes 'on time' (by Summer 2027) and 'on budget' (within the financial resources allocated to the Programme from the Housing Revenue Account). This programme position is summarised in Table 1 below.

Table 1: Approved Programme Position – July 2025

Workstream	Completed	In Build	In contract	Pipeline	Total
Council Build	411	27	104	17	559
SME	7	0	0	26	33
S106	193	69	0	28	290
Market Acquisition	76	0	16	31	123
Total	687	96	120	102	1005

- 2.2 It was estimated that the programme of 1005 homes could be delivered within the financial resources allocated to the programme, whilst retaining a programme-level contingency of circa £5m. This contingency provided flexibility to cover any cost increases and mitigate risk areas.
- 2.3 The July Housing Delivery Programme Report noted that some movement between the final number of properties delivered per workstream was likely. This is a normal function of a programme of this type and the report indicated that any changes would be reported in future updates to Cabinet. Accordingly, there are a small number of proposed changes to the programme previously approved in July 2025. The proposed programme is summarised in Table 2 with further detail provided in Appendix 1.

Table 2: Proposed Programme Position – Recommendation 3

Workstream	Completed	In Build	In contract	Pipeline	Total
Council Build	421	62	79	7	569
SME	7	15	0	6	28
S106	220	55	0	15	290
Market Acquisition	94	0	12	17	123
Total	742	132	91	45	1010

- 2.4 The specific proposed programme changes are outlined in Table 3 with further detail provided in exempt Appendices 1 and 2b.
- Table 3: Proposed Programme Changes – Recommendation 3**

	Project	Workstream	Units	Comments
Added	Tenter Street	Build	20	Brought forward from the future programme – forecast to deliver in mid-2027
	Canklow	Build	2	Transferred from General Fund
	St James Close	SME	6	New opportunity
	Subtotal		28	

Removed	Grayson Road	Build	-12	Moved to future programme – delivery by mid-2027 not confirmed
	Hamilton Road	SME	-11	SME scheme no longer progressing
	Subtotal		-23	
	Total		5	

- 2.5 Set out in paragraphs 2.6 to 2.12 is an overview of the number of homes delivered to the end of November and the proposed future delivery for each workstream of the programme to achieve 1,010 new Council homes by mid-2027.
- 2.6 **Council new build homes:** This type of delivery, whilst the most expensive and often with viability challenges, provides the greatest degree of control over what and where housing is delivered. Delivered on Council-owned sites, it secures genuine additionality and contributes towards Local Plan housing delivery targets. To the end of November, 421 homes have been delivered through this delivery route, and it is expected to contribute a further 148 new build homes by mid-2027. This includes five new homes forecast for delivery through the conversion of the Hurley Croft Neighbourhood Centre which was approved by Cabinet on 7 July 2025.
- 2.7 Also included are two homes to be moved into the HRA from the General Fund. Adult Social Care support individuals needing specialist care, with the highest demand amongst older adults primarily requiring low-cost, locally delivered support. However, working-age adults with complex needs often require high-cost, out-of-borough provision due to limited specialist capacity. Transferring two homes will help meet this need by providing suitable accommodation for individuals in this cohort already on the Housing Register. The homes are larger than average and will be let as specialist accommodation to meet a specific need, reducing reliance on expensive external provision, and strengthening local specialist capacity.
- 2.8 **SME homes on privately owned sites through the Council's Small Sites Homebuilding Initiative:** This initiative offers the opportunity to deliver high quality, affordable housing by unlocking development opportunities for SME developers on sites they have secured within the Rotherham borough. This workstream has delivered 7 new-build homes to the end of November and the Council are in contract for a further 15 homes programmed to complete in June 2026. A further scheme has been added to the programme which is expected to deliver 6 homes by mid-2027.
- 2.9 **Section 106 Acquisitions:** This workstream delivers the best value for money new build homes, with homes purchased at a discount as part of developers' planning obligations. Overall, the Council expects to deliver 290 homes through this workstream, with 275 of these homes either already delivered or in contract at the end of November 2025.
- 2.10 **Market Acquisitions:** A total of 94 delivered homes since late 2023. A further pipeline of 29 homes, 12 of which are already in the legal process with 17 to identify from the open market. This workstream has been critical

in enabling the acquisition of homes for general needs. It has also enabled the Council to quickly increase the supply of homes available for use as Temporary Accommodation (temporary housing for households who are homeless or at risk of homelessness). Local Authority Housing Fund investment was secured in March 2024, contributing to the acquisition of 20 homes which can be used to reduce homelessness pressures (directly or indirectly). Overall, this workstream is expected to deliver a total of circa 123 homes towards the programme of 1,010 homes (including the 20 Local Authority Housing Funded properties).

- 2.11 The market acquisitions workstream also provides the opportunity to include 18 St Edmunds Avenue in the programme. This Council owned property controlled by the Children and Young People's Service has been declared surplus to the current operational requirements of that service. The property has been subject to feasibility work undertaken by the Council's Building Design Team, which has determined that it is suitable for residential accommodation.
- 2.12 18 St Edmunds Avenue is located in the Thurcroft and Wickersley South Ward where there is high demand for 1-bedroom accommodation, coupled with an under supply within the Council housing stock. In line with recommendation 4, it is proposed that the property should be appropriated (transferred) to the Housing Service (subject to Secretary of State approval if required) and converted for use as General Needs (housing for households without additional support or care needs) Council homes. The works required to convert the property into four 1-bedroom flats with individual entrances and no internal communal space, will be funded from the Market Acquisitions budget.

Programme Milestones

- 2.13 The delivery profile to achieve 1,010 new homes includes the following forecast milestones:
- A total of 1,010 new homes 'locked in' (in contract, have started on site or are already delivered) by 31st December 2026.
 - A total of 1010 new homes delivered by 31st August 2027.

Delivering a Balanced Programme

- 2.14 The HRA Business Plan 2026/27 (approved by Cabinet on 15th December 2025 to proceed to Council for final approval on 14 January 2026) includes provision for £214m investment to deliver the existing pipeline of projects and to ensure the continuation of the Housing Delivery Programme until 2037/38. The provision is based on existing cost assumptions when the HRA Business Plan was finalised.
- 2.15 The proposed programme outlined in this report recognises that the HRA Business Plan effectively sets the maximum level of investment which can be committed to the Council's Housing Delivery Programme, and balances this against the need to provide 1,000 new homes in the current programme period.

- 2.16 Whilst the current Programme is focused on the delivery of 1,000 new Council homes, work on building a future pipeline of sites and schemes is ongoing and information will be included in the next 6-monthly Housing Delivery Programme Cabinet Report. The Council has successfully secured £240k from the Government's Council Housebuilding Support Fund (CHSF) to support this work, with £80k of match funding from the HRA. The funding will be used to undertake initial feasibility work and technical due diligence on up to 18 Council-owned sites (Appendix 6) to confirm the development potential for the future delivery of new social and affordable homes (Recommendation 6). This work will develop at pace in accordance with the funding requirement to spend/contractually commit funds by 31 March 2026. Evaluation of procurement options is underway.

Programme Risks

- 2.17 The proposed programme retains sufficient flexibility to consider options within the budget allocations for both the current and future programme (from mid-2027). The retained contingency in the current programme has reduced to circa £4.4m, primarily resulting from the addition of 25 Market Acquisitions (see paragraph 2.30). In other areas, anticipated costs have reduced as cost certainty improves due to factors including construction cost estimates on Council build schemes reducing through the design stage. The contingency provides cover for any cost increases and mitigation for risk areas in the delivery of the 1000 new homes target.
- 2.18 There are two categories of risks to the programme covered in detail in this section, in addition to the risks outlined in section 13 of this report. The first is the risk of not delivering 1000 new homes, through individual schemes delivering fewer units than forecast or not delivering at all. The second is the risk of delivery of the 1000 new homes slipping beyond the summer of 2027 target. Now that the programme is in the latter stages, certainty around the delivery of the required number of projects has increased. As a result, the greater of the two risk categories is delivery slipping beyond the summer of 2027 target.

Risks to delivery of 1000 new homes:

- 2.19 **Council build scheme without full planning permission:** Within the programme there is one Council build project (20 units) where Planning permission has yet to be granted. This results in a risk to the delivery of the scheme and a risk to the number of units the scheme may deliver. The risk to delivery of the scheme is considered very low because the site is allocated for residential development in the local plan. The risk of delivering fewer units is also considered low because of the mitigation outlined in paragraph 2.34.
- 2.20 **Council build schemes not yet in contract for construction:** The programme includes three Council build projects (79 units, including the 20 referred to in paragraph 2.19) where the Council is in contract for the design phase but not yet for the construction phase (see Appendix 1). A two-stage design and build process is in place and usual practice is to enter into a construction contract once the design stage is completed.

There is therefore a high level of confidence around this process, and the risk is considered very low.

- 2.21 **Council build conversion scheme not yet in contract and without planning permission:** This Council build project (5 units) has the lowest confidence level due to it being at the earliest stage of development. The risk of it not delivering 5 units is considered medium, but the impact on the programme would be low because of the relatively small number of units. The greater risk remains that it delivers the units outside of the programme delivery target.

- 2.22 **SME scheme not yet in contract and without planning permission:** The Council is not yet in contract for the additional SME scheme referred to in paragraphs 1.6 and 2.8 (6 units), and the SME developer does not yet have planning permission for this development. This risk of this scheme failing to deliver is considered medium, but the overall impact on the programme remains low as it applies to only 6 units.

- 2.23 **Section 106 scheme not yet in contract:** There is one Section 106 scheme (15 units) included in the proposed programme where the Council is not yet in contract. The Council has agreed not to enter into contract until an outstanding planning condition is met which is currently pending. Not meeting the condition is considered a low risk with the greater risk to the programme being the timeframe for delivery.

- 2.24 These risks apply to a total of 105 properties but spread across six different projects. Because of the level of each risk, the likelihood of materialisation on multiple schemes is minimal and the cumulative impact on delivery of the 1000 new homes is not considered significant. The likelihood of these risks resulting in 1000 new homes not being delivered is very low and mitigation to losing some units from the programme is provided by the measures outlined in paragraphs 2.30 to 2.34.

- 2.25 **An additional risk to the delivery of 1000 new homes is of cost escalation, particularly in terms of value for money:** Cost escalation is managed through the programme contingency (see paragraph 2.32). However, in some cases the financial viability of the project may present a more significant risk than the overall project cost. Assurance against this risk is provided by an overall balanced programme approach, which enables financially challenging schemes with strong economic and/or strategic justification to proceed as part of the wider programme.

Risks to delivery of 1000 new homes by the summer of 2027:

- 2.26 **Council build schemes programmed to deliver in 2027:** The programme includes four Council build projects (84 units) which are scheduled for completion in 2027. An element of contingency is built into these programmes to allow for unexpected delays which could slip the completion dates. However, there is still a risk that unforeseen delays beyond the allowed for contingency occur due to third party dependencies, such as the connection of utilities. This has recently been an issue on the Canklow project and similar challenges on other schemes would result in a

risk to delivery of the 1000 new homes by the summer of 2027. This represents a medium risk, affecting 84 units across four schemes.

- 2.27 **SME scheme programmed to deliver in 2027:** One SME project (6 units) is programmed to deliver in February of 2027. The same risk that applies to Council build schemes scheduled to deliver in 2027, applies to this project. If the contractor's programme slips beyond the summer of 2027, this poses a risk to meeting the new homes target on time.
- 2.28 **Section 106 schemes programmed to deliver in 2027:** Included in the programme are three Section 106 projects (20 units) which are forecast to deliver units in 2027. These forecasts are determined by the delivery profile of the developer building these units, with the risk that these profiles can change, and homes are delivered later outside of the control of the Council. Conversely, the profiles can change in the opposite direction with units being delivered sooner than expected. The risk of delay is considered low in this instance but delivery which is later than forecast could affect the 1000 new homes target being met on time.
- 2.29 The programme remains on track to deliver 1,000 new homes by the summer of 2027. Risks identified in this report are actively monitored, with specific mitigations detailed in paragraphs 2.30 to 2.34. Additional controls are embedded through programme-level and project-level risk registers, and all emerging risks will be reported to the Executive Director and Service Director through the monthly Housing Delivery Programme Board. The greater risk is to timing rather than overall delivery, where achieving 1000 new homes may extend beyond the summer of 2027 rather than not being met at all. Both timing and delivery risks are being managed, with mitigation measures in place to minimise likelihood and impact.

Programme-Level Mitigations:

- 2.30 **Additional market acquisitions budget allocation:** It is recognised that delivering a current programme of 1010 new homes does not provide significant scope for flexibility should some units not deliver as expected. Affordability has therefore been established through the 2026/27 Housing Revenue Account business planning process for an additional 25 market acquisitions. This is the most flexible area of the programme with the shortest lead-in time for new homes. Pending formal approval of the business plan, this provision will mitigate against both the loss of units from elsewhere in the programme, and the potential for the delivery date of some schemes to slip beyond the target date. Should these risks not materialise, the mitigation will result in the 1000 new homes target being met earlier than currently forecast.
- 2.31 It is recognised that the majority of market acquisitions properties are not new housing stock. However, of the current programme of 123 market acquisitions, a minimum of 18 will be newly built homes. The total programme percentage of new build homes is circa 90%. Including an additional 25 market acquisitions (assuming they were all existing housing stock) would reduce that percentage by just 2.5% to circa 87%.

- 2.32 **Contingency of circa £4.4m:** The Housing Revenue Account (HRA) Business Plan 2026/27 sets the maximum level of investment which can be committed to the Council's Housing Delivery Programme. Current estimates are that 1010 new homes can be delivered while retaining a contingency of circa £4.4m. This allows for the following mitigations:
- Cover any cost increases on existing schemes – mitigation against programme overspend.
 - Consider any new SME opportunities made available to the Council where delivery is possible before the summer of 2027 target – mitigation for expected units not being delivered or slipping beyond the target date.
 - Consider any Section 106 opportunities that are made available to the Council and deliver units before the summer of 2027 target – mitigation for expected units not being delivered or slipping beyond the target date.
 - Facilitate the delivery of additional market acquisition units – mitigation for expected units not being delivered or slipping beyond the target date.
- 2.33 **Progress Grayson Road scheme in parallel with Tenter Street:** As shown in Table 3 at paragraph 2.4, the Council build scheme at Tenter Street (20 units) has been brought into the current programme while the scheme at Grayson Road (12 units) has been deferred to the future programme. These schemes will continue to be developed in parallel, with the potential to deliver them both in the current programme period if required. This mitigates against the loss of units elsewhere in the programme and against delays on other schemes, subject to both schemes remaining on track.
- 2.34 **Planning application for Council build scheme:** Informal pre-application discussions have been held with the Planning Department regarding the scheme at Tenter Street, in which no concerns were raised in respect of the scheme density. There is therefore a degree of certainty that the scheme will deliver the 20 units expected, which means that the potential to lose units from the programme is very low risk.
- 2.35 These mitigations manage both main categories of risks to the programme; not delivering 1000 units or delivering these units outside of the summer of 2027 target date, as well as the risk of cost escalation on current and future schemes. Having the means to bring in additional units to the programme facilitates the flexibility required to continue to manage any programme changes and act accordingly to support delivery of 1000 new homes on time and on budget.

External Funding

- 2.36 To complete the current Housing Delivery Programme, it is estimated that a minimum of circa £22m of non-HRA funding from a range of sources (some of which are already held by the Council) is required to invest alongside the Council's own HRA resources. The main source of this external grant funding is from the Government, with funding currently available via the Affordable Homes Programme (AHP).

- 2.37 In July 2025 a 10-year £39 billion Social and Affordable Homes Programme (SAHP) was announced. This provides a long-term, 10-year programme prioritising social rented homes. Once released, the Council will be required to enter into the SAHP grant funding agreement with the Homes and Communities Agency (trading as 'Homes England'). This report seeks approval for delegated authority for the Service Director of Housing, in consultation with the Section 151 Officer and Service Director of Legal Services, to enter into the grant funding agreement (Recommendation 9). The recommendation is only for the grant funding agreement; funding bids for individual projects will be subject to the Council's grant authorisation and capital approval processes.
- 2.38 Of the £39 billion SAHP funding, £27.3 billion is available to cover capital costs for developing affordable housing outside London. The main goals are to deliver social and affordable homes, with at least 60% for Social Rent, and support the government's target of 1.5 million homes this parliament. SAHP also prioritises council housebuilding, specialist and supported housing, and community-led or rural housing, requiring partners to demonstrate how their proposals align with these objectives.
- 2.39 The South Yorkshire Mayoral Combined Authority (SYMCA) can set the strategic direction of the SAHP in its area. This direction is included in the SAHP funding guidance, incorporating overall ambitions for the delivery of new and affordable homes. When seeking SAHP funding, Rotherham will need to demonstrate alignment with both SYMCA and national priorities. Homes England retains final funding decisions but will collaborate with SYMCA through a Strategic Place Partnership to support regional goals, while also requiring partners to address local housing needs at the authority level.
- 2.40 The total amount of AHP funding secured by the Council since January 2024 is circa £9.6m. When including additional external funding sources, the total secured is circa £11.8m (including £432k Brownfield Housing Fund (BHF), £432k One Public Estate and £1.366m Local Authority Housing Fund).
- 2.41 An additional bid for £1.9m has been submitted to the BHF and further bids totalling circa £10.5m will be made to the remaining AHP funding and future SAHP funding, subject to the approval of Recommendation 9 of this report (and the Council's grant authorisation and capital approval processes). If successful, this funding will support the delivery of the remaining Council build and SME schemes in the programme.

3. Options considered and recommended proposal

- 3.1 Option 1: Maintain the existing programme without the changes outlined in Section 2 of this report and summarised in Table 3.
- 3.2 Some movement between the final number of properties delivered per workstream is a normal function of a programme of this scale and complexity. Housing delivery is reliant on a range of factors and the changes proposed in this report are in response to changing circumstances on individual projects. The sequencing of two Council build schemes has been changed between the current and future programme. Two new opportunities have been added to the programme and one scheme which is no longer viable has been removed. All proposed changes support delivery of 1000 new homes by the summer of 2027.
- 3.3 Not approving these changes would result in a significant risk to delivery of 1000 new homes in the current programme. This option is not therefore recommended.
- 3.4 Option 2: To support achievement of the delivery target of 1000 new homes within the budget provision set out in the HRA Business Plan 2025/26, approve proposed programme changes in line with recommendation 3 to take forward the revised programme of an anticipated 1010 new homes by the Summer of 2027 (including to appropriate 18 St Edmunds Avenue as part of this programme as per recommendation 4 and to appropriate land at Canklow to enable the delivery of two new Council homes as part of this programme as per recommendation 5)
- 3.5 To manage risk and maximise delivery of the programme within the desired timescales, there is a need to monitor and manage changing factors that occur over time and retain a degree of delivery flexibility. As the deliverability of such a programme clarifies over time, it is necessary to determine which schemes are required to contribute to the 1000 new homes target. The proposed programme position has retained the degree of flexibility needed and responds with the changes required to support the delivery of 1000 new homes by the summer of 2027.
- 3.6 This option is recommended.

4. Consultation on proposal

- 4.1 Ward Members will be engaged directly through the neighbourhood working model regarding any changes to the Housing Delivery Programme which affects schemes in their respective wards.
- 4.2 As individual new build schemes are progressed through the design process, Ward Members will continue to be consulted through the neighbourhood working model at an early stage, and ahead of planning permission being sought.
- 4.3 Ongoing engagement is undertaken with developers, Registered Providers of Social Housing, and external funders through a range of communication

channels, including the Council's Strategic Housing Forum and a Housing Growth and Affordable Housing Roundtable event held by the Council in March 2025.

- 4.4 A new homes survey was launched in October as a pilot and will be rolled out to all residents of properties delivered via the Housing Delivery Programme from January 2026. The RMBC Strategic Housing and Development Service will use all stakeholder feedback to shape the future programme and help ensure continuous improvement in the delivery of new Council homes.

5. Timetable and Accountability for Implementing this Decision

- 5.1 The Service Director of Housing will have responsibility for implementing the programme. The Service Director of Legal Services will have responsibility for negotiating, approving, and completing of all applicable legal documentation necessary to deliver the scheme, including contracts.
- 5.2 In-line with previous programme reports, this latest report presents a rolling, continuous programme of delivery. Further reports will be presented to Cabinet on a six-monthly cycle through to Summer 2027 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 HRA Business Plan (BP) model tests the programme for affordability and budgets are in place to support the existing and future programme. The HRA BP and the budgets assume a level of grant income received from Homes England and the use of Right to Buy receipts. The revised programme will be included in the latest version of the HRA BP model.
- 6.2 The development of sites identified in Exempt Appendix 1 and the programme of acquisition opportunities listed in Exempt Appendix 2b will be subject to individual business cases and assessed for affordability. The changes outlined in this report balance the available budget against the need to provide 1,000 new homes in the current programme period.
- 6.3 External grant funding will be sought on a scheme-by-scheme basis and will be subject to the usual governance processes prior to applications being made. See paragraph 2.40 for information on grant funding secured for completed or in progress schemes since January 2024.
- 6.4 There will be a financial impact on the programme if funding is not secured at levels included within the HRA Business Plan. Recent grant approvals have exceeded Business Plan assumptions, assisting the programme to mitigate increased costs.
- 6.5 The appropriation of 18 St Edmunds Avenue will result in a change to the Capital Financing Requirement (CFR) to reflect the appropriation. The property is valued at £195k so the General Fund CFR will decrease by this amount and the HRA CFR will increase by the same amount. This will

result in the HRA paying additional annual interest of £7.8k which is charged at 4% of the increase of £195k to the CFR.

- 6.6 The appropriation of land at Canklow (see plan attached at Appendix 5) will also result in a change to the Capital Financing Requirement (CFR). The land is valued at £27k so there will be a corresponding reduction to the General Fund CFR and increase to the HRA CFR. The result will be an additional £1.08k in interest paid by the HRA.
- 6.7 Housing Services continue to engage with the Council's Procurement Team to ensure procurement activity is being undertaken in compliance with the relevant procurement legislation (Public Contracts Regulations 2015 / Procurement Act 2023, whichever is applicable dependent on the route to market), and the Council's own Financial and Procurement Procedure Rules.

7. Legal Advice and Implications

- 7.1 The recommendations contained in this report are consistent with the Council's constitution and previous Cabinet reports on this subject matter. The regular updates allow for timely and flexible decisions to be made in respect of potential housing delivery and the changes to the delegations proposed allow flexibility which has been shown to be desirable in the operation of this programme thus far.

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 is adding to 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 circa 271k residents, around 26% are aged 60 years or over and nearly 10% 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.
- 10.4 Both an Initial Equality Screening (Part A) and an Equality Impact Assessment (Part B) have been completed and are attached as Appendices 7 and 8.

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. Recognising this, the Council has targets for its own carbon emissions and emissions throughout the Borough of Rotherham to be net zero by 2030 and 2040, respectively. Council homes are outside the scope of the 2030 target for the Council's own emissions, but the Council's target to improve the energy performance of its housing stock to at least EPC band C by 2030 will support carbon savings at the Borough level.
- 11.2 Through its housing delivery programme, the Council can directly influence carbon emissions from domestic energy use, which in 2023 comprised more than a fifth of emissions in Rotherham, by ensuring that all new-build homes are high in quality and energy efficiency.
- 11.3 Changes to Part L of the building regulations ensure a minimum level of energy efficiency, which mitigates the carbon impact of Section 106 acquisitions from private developers. The Part L uplift came into force in June 2022, and requires a 31% cut in CO2 emissions from domestic energy use compared to 2013 standards. Opportunities to secure further carbon savings than the minimum requirements of Part L will be explored on a case-by-case basis.
- 11.4 Energy performance of all existing properties acquired as Market Acquisitions will be improved to EPC band C in the course of any refurbishment works required for them to meet the Council's lettable standard.
- 11.5 A climate impact assessment has been completed and is available at Appendix 9.

12. Implications for Partners

- 12.1 The Council has an existing partnership with Equans and Mears through the housing repairs and maintenance contracts and the existing contract terms allow for some housing development. As such, the delivery programme may also provide an opportunity for the partners to work with the Council on housing development schemes where this would not be at a detriment to the core repair and maintenance functions.
- 12.2 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.

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.

13.2	Risk	Mitigation
	Continuing or increasing high levels of construction inflation resulting in challenging financial conditions.	Risks recorded and monitored for all individual schemes, advance ordering, and storage of materials where appropriate / possible. All costs remain projections as actual costs 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 and this could include switching tenure or rent type, delivering more smaller properties and amending specifications
	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.	A mixed approach has been taken with regards to scheme procurement. Ground investigations were carried out at an early stage, combined with early engagement with developer partners to ensure optimal delivery within the programme timeframe. Submitted grant funding bids will also help the Council to mitigate against the cost of ground remediation.
	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	Ongoing dialogue between services regarding forward planning and resource requirements, and HRA contributions to staffing costs in key supporting services.
Community opposition	Formal resident consultation takes place as part of the Planning process. Early engagement with Ward Members and the Neighbourhoods team to identify local knowledge and intelligence about the area, which is utilised to help inform site specific communication plans including any pre-planning resident engagement activity.
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.
Ensuring Value for Money and delivery within the overall HRA Business Plan cost assumptions	Current assumptions around financial viability are that the programme provides a balanced position overall. More challenging workstreams such as Council build are offset by others such as Section 106 acquisition. Continued successful grant funding bids are essential in supporting the delivery of the programme overall.

14. Accountable Officers

Ian Spicer, Executive Director of Adults, Housing and Public Health

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	John Edwards	19/12/2025
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	16/12/2025
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	16/12/2025

Report Author: Alex Young, Housing Growth Manager
alex.young@rotherham.gov.uk

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

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

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Appendix 2a - Homes for Private Sale

Homes for private sale were delivered alongside the Housing Delivery Programme but are not included within it. As these are not classified as affordable housing, they are excluded from the total of 1,010 homes. All units have now been completed.

Scheme	Location	Ward	Cabinet Report	Completion	Units
Clusters: Northgate	Maltby	Hellaby & Maltby West	Sep-16	Aug-20	83
Town Centre Sites: Wellgate Place	Town Centre	Boston Castle	Oct-17	May-22	8
Town Centre Sites: Westgate Riverside	Town Centre	Boston Castle	Oct-17	Feb-23	20
Town Centre Sites: Millfold Rise	Town Centre	Boston Castle	Oct-17	Apr-23	14
Total					125

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

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Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

Background:

This appendix is a photographic summary of new homes delivered by the Council in the reporting period. This appendix will cover new homes delivered between June 2025 and November 2025. For homes delivered prior to June 2025, please see previous Cabinet Reports, available at <https://moderngov.rotherham.gov.uk/ieListMeetings.aspx?CommitteeId=1103>. Where multiple homes have delivered in the same months, the appendix will include a select number of homes for brevity. Where no appropriate photographs are available, examples may be taken from Google Earth.

June 2025: 8 Homes Total

1 home Whiston (Market Acquisition)



(Google Earth Photo)

6 homes, West Melton (S106 Acquisition)



Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

1 home, Wickersley (Market Acquisition)



July 2025: 11 Homes Total

3 homes, Rawmarsh, Greasbrough, and Munsbrough (Market Acquisitions)



(Google Earth Photo)

Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

3 homes, Dinnington (S106 Acquisition)



This included RMBC's milestone 700th home.

RMBC released a compilation video to celebrate this achievement, see link
(<https://www.youtube.com/watch?v=8zptQ-RDINE>)

2 homes, Eastwood and Dinnington (Market Acquisitions)



Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

2 homes, Waverley (\$106 Acquisition)



1 home, North Anston (Market Acquisition)



(Google Earth Photo)

Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

August 2025: 2 Homes Total

2 homes, Henley, and Rockingham (Market Acquisitions)

- **2 homes for Council Rent**



(Google Earth Photo)

September 2025: 6 Homes Total

1 home, Maltby (Market Acquisition)



Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

4 homes, Waverley (\$106 Acquisition)



1 home, Herringthorpe (Market Acquisition)



(Google Earth Photo)

Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

October 2025: 9 Homes Total

2 homes, Waverley (S106 Acquisition)



1 home, East Herringthorpe (Market Acquisition)



(Google Earth Photo)

4 homes, Dinnington (S106 Acquisition)



Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

2 homes, West Melton (Market Acquisition)



November 2025: 19 Homes Total

10 homes West Melton Small Sites (Council Build)



From left to right, Councillor Brent, Guy Fullwood (R. H. Fullwood & Co.), Councillor Beresford, Councillor Williams, and Michael Hellewell (Head of Strategic Housing and Development)

When asked what they liked about their new homes, tenants said "the way it looked and the size". Tenants said that the parking was one of the most appealing or useful features. Whilst others mentioned benefiting from the downstairs toilet, the shower, and the accessibility of the homes.

Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

1 home, Flanderwell (Market Acquisition)



3 homes, Brampton Vale (S106 Acquisition)



1 home, Greasbrough (Market Acquisition)



(Google Earth Photo)

Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

1 home, West Melton (Market Acquisition)



(Google Earth Photo)

1 home, Waverley (S106 Acquisition)



2 homes, Ravenfield (S106 Acquisition)



Appendix 3 - Photographic Summary of Delivery and Tenant Feedback

Tenant Feedback:

Following feedback was obtained in October 2025, from RMBC tenants who had moved in to their new homes in the reporting period. All tenants featured consented to their feedback featuring in public reports. Responses may be edited for clarity or brevity.

“I am very impressed with the structure and layout of the house. It is very convenient.”

“I was very surprised by how roomy the house is, I thought it would be smaller”

“I enjoy living here as it is a new build, and I have found no problems. The street is really nice, and the neighbours are lovely and easy to get on with”

“I like the space, the open plan of the downstairs, so I can see my little kids the whole time and they are not behind doors...the third bedroom is the same size of the 2nd bedroom, it is a big property for a newbuild”.

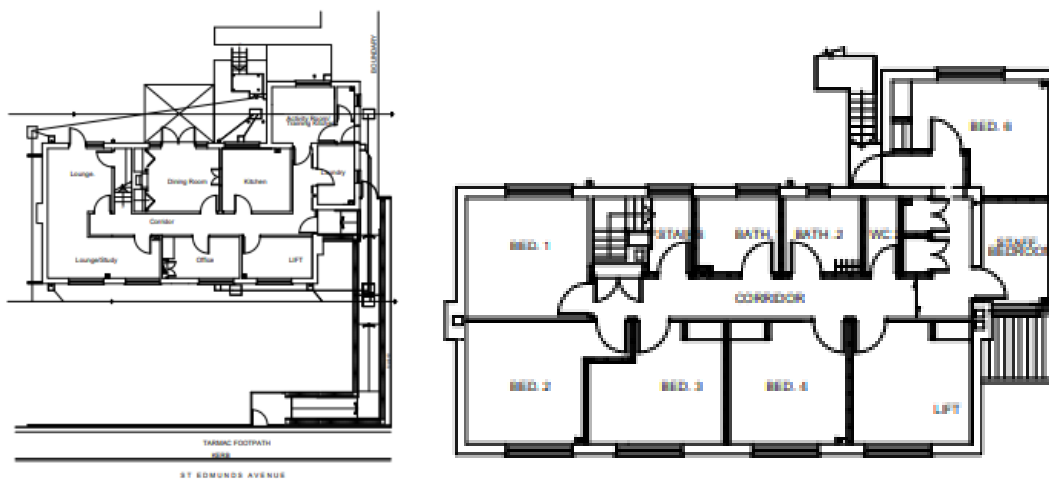
“I have 3 young children, the garden is all fenced off which is ideal for the safeguarding of the children, lovely location too”.

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Appendix 4 - 18 St Edmunds Avenue

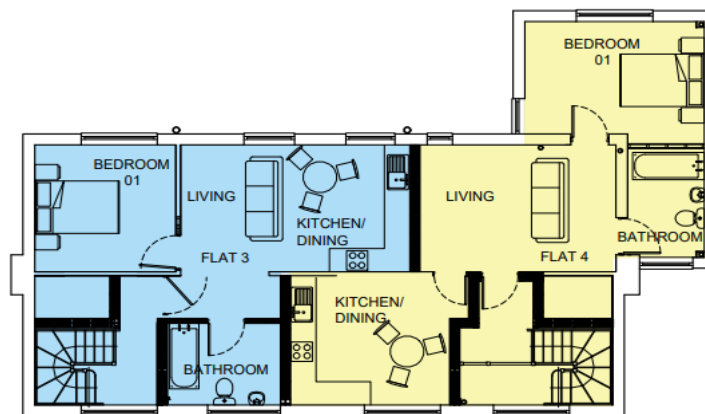


Location Site Plan



Plans, current layout.

Appendix 4 - 18 St Edmunds Avenue



PROPOSED FIRST FLOOR PLAN

Proposed Layout

Appendix 5 – Plan of Land at Canklow

Additional Canklow Street land for appropriation



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Appendix 6 - CHSF Proposed Site List

No	Site Name / Location	Acres	No's	Notes / Status	Ownership
Small/Medium sites					
1	Former Kimberworth Infant School & Garage Site (Ewers Rd)	0.7	8	Community facility use 2018 - opportunity to request or justify residential development following the demolition of the former school, as a new school with integrated community facilities has been provided.	RMBC
2	Rear of 77–81 Clough Road, Thornhill	0.44	5	Possible shared access with Bassingthorpe Farm; not included in BF	RMBC
3	Tenter Street, Thornhill (next to H8)	1.6	17	Former school playing field; reallocated as greenspace; Request reallocation for residential use - possible challenge from Sports England?	RMBC
4	Rear of 116 Thorpe Street, Thorpe Hesley	0.41	5	Mapping issues noted.	RMBC
5	Land behind Bradgate Club	0.86	10	Residential use - challenging topography and BNG part of this site is in RMBC o/ship	RMBC*
6	Derwent Road, Wingfield Garage Site	0.7	8	Garages on site; was considered for the Husk conversions.	RMBC
7	Wensleydale Road, Wingfield x2 garage sites	0.19	5	Two garage site both with garages still in-situ, both have narrow access and electric sub-stations. Housing Estates confirmed ASB and low demand.	RMBC
Town Centre Sites – all included in SYMCA Pipeline					
8	Riverside Residential Quarter - Site 1 (SIG etc.) Sheffield Road, S60 1DA	0.4	5	<u>Inc in SYMCA pipeline</u> ; a further 1.03 acres (12 units) will be enabled for development on the remaining privately owned site; no surveys have been carried out	RMBC & SIG
9	Riverside Residential Quarter - Site 2 (Westgate Carpark etc.) Sheffield Road, S60 1BQ	3.9	47	<u>Inc in SYMCA pipeline</u> ; Excludes the Post Office building	RMBC
10	Primark, High Street	0.66	8	<u>Inc in SYMCA pipeline</u> ; Desktop Survey only	RMBC
Larger Site with Cabinet approval - January 2024: Approval in principle to bring the site forward for development as part of the Housing Delivery Programme					
11	Boswell Street – H29	4.7	56	Local Plan allocation; option appraisal work in progress.	RMBC
Larger Sites					
12	Land of Fenton Road exc. adopted highways	6.5	78	Local Plan allocation - residential. Not included in Bassingthorpe Farm or SYMCA p/l	RMBC
13	Munsbrough Lane – H05	4.42	53	<u>Inc in SYMCA p/l</u> and in Local Plan - Former cricket club land; already identified	RMBC
14	H71 – Ivanhoe Road, Thurcroft	3.4	41	<u>Inc in SYMCA pipeline</u> and in Local Plan. Greenspace audit pending; Sports England challenge; pumping station needed	RMBC
15	Leisure Site (H78), Athorpe Road, Dinnington	3.4	41	Local Plan allocation - Majority Council owned; small section Town Council owned. NOT inc. in SYMCA pipeline	RMBC
SAFEGUARDED LAND					
16	SL14 - Land off Hazel Way/Stockwell Ave, Kiveton Park 16.5 (13 usable)	13	156	Joint ownership with RNN (education/training provider); access reserved; further 18.75 acres enabled. SAFEGUARDED LAND - Forward planning support	Mix
PRIVATE but in SYMCA Pipeline					
17	Land off Simmonite Road (former International Centre)	2.1	25	Inc. in SYMCA pipeline, not in LP. Buy-back option in place. Likely BNG charge for tree removal. Possible underground grouting issue - surveys required to determine best stabilisation solution. Bridge-it Housing purchase in June 25.	Private
Total		47.38	569		

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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: Housing Delivery Programme – 2025/26 Update

Directorate: Adult Care, Housing and Public Health

Service area: Strategic Housing and Development

Lead person: Alex Young

Contact number: 01709 822098

Is this a:

☐

Strategy / Policy

☒

Service/Function

☐

Other

If other, please specify

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

This Cabinet report, to which this Equalities Impact Assessment is attached, outlines proposals that will continue to support the delivery of hundreds of new council homes by Summer 2027. This will be achieved through a combination of developing Council-owned land and acquiring properties 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?	✓	
Could the proposal affect service users?	✓	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	✓	
Have there been or likely to be any public concerns regarding the proposal?	✓	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	✓	
Could the proposal affect the Council's workforce or employment practices?		✓
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?**

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**

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.

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:	10/10/25
Date to complete your Equality Analysis:	24/10/25
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
Michael Hellewell	Head of Strategic Housing and Development	23/11/25
Alex Young	Housing Development Manager	23/11/25

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	24/10/25
Report title and date	Housing Delivery Programme – 2025/26 Update
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	19/01/26
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	24/10/25

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 – 2025/26 Update	
Date of Equality Analysis (EA): 24 October 2025	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Housing and Development
Lead person: Alex Young	Contact number: 01709 822098
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)
Hannah Mitchell	Rotherham Council	Housing Development Coordinator
Alex Young	Rotherham Council	Housing Growth Manger
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 Equalities Analysis (EA) has been produced in support of an upcoming Cabinet report; Housing Delivery Programme – 2025/26 Update. This report provides an update on the Housing Delivery Programme, summarising progress since the previous programme update report approved by Cabinet in July 2025. Several changes are required 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 reflected in individual scheme EAs along with other relevant factors.
- 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, however information has yet to be collected on the programmes completed over the last few years. We are seeking to ensure that future housing developments continue to provide for the protected characteristics identified and will be surveying household in the Council's new properties throughout the remainder of 2025 and into 2026. This will include information on 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? 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. A new Housing Strategy was approved by Cabinet by September 2025 and published at the end of 2025. It sets the direction for housing priorities for 2025-2030. 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 (3 and 4 bedrooms)
- Homes for wheelchair user and those with acute medical needs
- Smaller one- and two-bedroom properties

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 – 2025/26 Update
Directorate and service area: Adult Care, Housing & Public Health. Strategic Housing & Development Service
Lead Manager: Alex Young
Summary of findings:
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 Programme will deliver homes which will help to improve quality of life for households who may currently living in accommodation not suitable for their needs. By building in deprived areas where the public sector is not delivering the housing required, and focussing on the needs of local people in those areas, the Programme meets the needs of particular groups of people disadvantaged by the local housing market 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
Sarah Clyde	Assistant Director of Housing	24/11/25
Ian Spicer	Strategic Director of Adult Care, Housing & Public Health	24/11/25
Councillor Linda Beresford	Cabinet Member for Housing	21/11/25

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	24/10/25
Report title and date	Housing Delivery Programme – 2025/26 Update 19/01/26
Date report sent for publication	19/01/26
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	24/10/25

Appendix 9 - Climate 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 the Borough 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?	Increase	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	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.

			remit of this carbon impact assessment. 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?	Increase	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 contractor's implementation of waste minimisation and management plans.
Emissions from housing and domestic buildings?	Increase	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. Properties designed using the Future Homes Standard should decarbonise as the grid becomes more renewable without additional retrofit and are	The Council will ensure that the new homes are high quality, energy efficient and able to meet the challenge of climate change. The use of modern methods of construction will be considered, where value for money can be demonstrated as well as carbon reduction.	Construction will be monitored to ensure that specifications are met and, where appropriate, the energy performance of new buildings will be monitored once occupied to ensure that the stated performance standards are met.

			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.	All existing stock acquired through the Market Acquisitions will be improved to Energy Performance Certificate C as part of the refurbishment work required to meet the Council's lettable standard.	
Emissions from construction and/or development?	Increase	Emissions will be increased from onsite 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.	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.	This will be monitored through the procurement process.
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.	Removal of trees without replacement could, depending how they are disposed of, increase carbon emissions. This activity will also reduce the carbon sequestration capacity of the Borough. The balance between removal of mature trees and re-planting as part of landscaping schemes is unknown.	Where trees are present on a development site they will be retained 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.	None.

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

N/A

Will the proposal affect Council services' resilience to climate change, or the capacity of people living in the Borough to adapt to climate change?

Access to a long-term good quality home could help improve residents' resilience more generally. The inclusion of energy efficiency measures such as insulation could help make the homes more resistant during periods of extreme heat.

Provide a summary of all impacts and mitigation/monitoring measures:

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.

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.

Section 106 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.

Market Acquisitions: All existing stock acquired through the Market Acquisitions will be improved to Energy Performance Certificate C as part of the refurbishment work required to meet the Council's lettable standard. Future energy performance improvements will be considered as part of wider stock investment programmes.

Both Council-build and acquisitions will 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.

Supporting information:	
Climate Impact Assessment Author	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 Climate Impact Assessment.	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.
Validation.	Tracking Reference: CIA 555 Arthur King Principal Climate Change Officer

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Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

Tenant Satisfaction Measures and Housing Regulatory Compliance Update

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

No, but it has been included on the Forward Plan

Executive Director Approving Submission of the Report

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

Report Author(s)

Louise Robson

Head of Housing Improvement and Governance

louise.robson@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

The 2025/26 mid-year Tenant Satisfaction Measures (TSM) survey for Housing Services shows that overall tenant satisfaction stands at 77.6%, representing a slight decrease of 0.6 percentage points from 2024/25, but an improvement of 0.7 percentage points compared to 2023/24. A positive development is in tenant satisfaction with repairs: overall satisfaction has risen to 78.9%, up 0.3 percentage points from last year and 4.8 percentage points from 2023/24. Satisfaction with the time taken to complete the most recent repair has also improved significantly, reaching 79.5% - a 1.9 percentage point increase from 2024/25 and 7.4 percentage points from 2023/24.

Encouragingly, 11 out of 12 tenant satisfaction measures are currently above the national median, based on 2024/25 data published by the Regulator of Social Housing. Moreover, when comparing Local Authorities (LAs) only, the Council ranks in the upper quartile for 11 of these 12 measures. However, areas such as complaints handling and anti-social behaviour (ASB) management continue to present challenges, with scores in these categories showing slight declines compared to the previous year.

Targeted actions have already been taken to address these areas, with further improvements planned for 2025/26. Key initiatives include:

- The development of the recently launched tenant-led Learning from Complaints Panel.
- Review of the service operating model for tenancy and ASB case management to improve efficiency and outcomes.
- Delivery of a targeted training and development programme for area housing teams, focusing on ASB tools and powers, hate incidents, and effective case handling.

The ten council-reported TSMs remain strong. Repairs performance is a particular strength, mirroring the positive perception survey results:

- 98.9% of non-emergency repairs were completed within target timescales (16.4 percentage points above the national median.)
- 98.4% of emergency repairs were completed within target (3.5 percentage points above the national median.)

In addition, the Council has achieved full compliance across all health and safety-related measures, except for Gas Safety, which stands at 99.9%. 26 properties are currently non-compliant, and actions are underway to try and obtain access to these properties. Progress also continues on achieving the Decent Homes Standard, with the proportion of non-decent homes reducing from 7.2% at the end of 2024/25 to 6.38% at the mid-point of 2025/26. For context, the median non-decency rate for Local Authorities in 2024/25 was 3.2%. It is important to note that levels of non-decent stock will fluctuate as the current Stock Condition Survey Programme advances.

Recommendations

That Cabinet:

1. Notes the content of the report.
2. Agrees to receive a further update in six months' time.

List of Appendices Included

Appendix 1 Rotherham Council Tenant Satisfaction Measures
Appendix 2 Initial Equality Screening Assessment – part A
Appendix 3 Carbon Impact Assessment

Background Papers

[Reshaping consumer regulation: Our new approach](#)

[Consumer Standards \(April 2024\)](#)

[Consumer Standards Code of Practice \(April 2024\)](#)

[Social Housing Regulator's Approach to Inspections](#)

[Tenant Satisfaction Measures](#)

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

Tenant Satisfaction Measures and Housing Regulatory Compliance Update

1. Background

- 1.1 Following the passing of the Social Housing (Regulation) Act in July 2023 the Regulator for Social Housing consulted on revised consumer standards for social housing landlords. The new consumer standards came into force on 1st April 2024.
- 1.2 The Regulator of Social Housing (the Regulator) will gather evidence and assess providers' ability to deliver a housing service which meets the standards through inspections at least every four years and through desk-top reviews of performance data such as Tenant Satisfaction Measures (TSMs), which are a mixture of performance measures and tenant perception survey results. This proactive regime replaces the largely reactive regulatory framework that was in place prior to 1st April 2024.
- 1.3 To ensure regulatory compliance and inspection readiness, the Council has established assurance mechanisms, including a Housing Regulatory Assurance Board chaired by the Chief Executive, to oversee the collection and review of evidence demonstrating the Council's compliance with the new consumer standards.
- 1.4 The Council has now submitted to the Regulator of Social Housing two sets of TSM data covering the 2023-24 and 2024-25 financial years. Results for the 2025/26 mid-year point are now available. The Regulator of Social Housing has also published the first national dataset of TSM results. This data was provided in the last update and is contained in full at Appendix 1.
- 1.5 The Government has introduced several reforms to strengthen social housing regulation, including new consumer standards, an inspection regime, Tenant Satisfaction Measures (TSMs), and an enhanced role for the Housing Ombudsman. It has also consulted on statutory timescales for urgent repairs under Awaab's Law and proposed new competence and conduct standards for housing managers. Since 27 October 2025, social landlords must act promptly on reports of damp, mould, and emergency hazards: issues posing imminent health risks must be made safe within 24 hours; serious but non-imminent hazards must be investigated within 10 working days, with findings shared within three days and remedial action starting within five days (or physical works within 12 weeks if immediate start is not possible). These measures aim to ensure timely intervention and protect tenants' health.

2. Key Issues

Tenant Satisfaction Measures

- 2.1 Tenant Satisfaction Measures (TSMs) are a series of 22 performance measures, which must be collected by all social housing landlords with more than 1,000 properties. Data for ten of the performance measures is submitted to the Regulator of Social Housing directly by the Council. Data for the other 12 performance measures is captured through a Tenant Perception Survey.

The performance measures, including the survey questions, are prescribed by the Regulator and cannot be deviated from.

- 2.2 KWest Research Ltd was commissioned to carry out the Tenant Perception Survey in line with the Regulator's requirements. Between September 2023 and March 2024, they surveyed 1,041 tenants (5% of the tenant base – the minimum prescribed by the Regulator of Social Housing), primarily by phone (85%) and email (15%). For 2024/25, the sample increased to 3,337 tenants (16.5%) – more than triple the minimum prescribed sample size, improving accuracy and representativeness. The same contact method split was maintained. Between April and September 2025, a further 1,496 tenants were surveyed, continuing the established methodology and enabling more detailed analysis by geography, demographics, and other key factors. The aim is to maintain a minimum sample size of 15% for all surveys.
- 2.3 In the financial year 2023/24, the Council recorded an overall tenant satisfaction rate of 76.9%, exceeding the national average of 71.3% for all social landlords. This positive trend continued into 2024/25, with overall satisfaction rising to 78.2%, marking a 1.3 percentage point increase year-on-year. However, the mid-year position for 2025/26 indicates a slight decline to 77.6%, representing a 0.6 percentage point decrease compared to the previous year. Despite this dip, the figure remains 0.7 percentage points higher than the 2023/24 baseline, suggesting sustained performance above national benchmarks.
- 2.4 The mid-year position for 2025/26 shows a slight decline in satisfaction-that the home is well maintained, reducing by 0.8 percentage points to 76.9% compared to the end of year 2024/25 figures. However, satisfaction with home safety improved to 81.5%, and both repairs-related measures continued to rise: satisfaction with the overall repairs service reached 78.9%, and satisfaction with the time taken to complete repairs increased to 79.5%. Compared to the 2023/24 baseline, these represent gains of 4.8 and 7.4 percentage points, respectively, highlighting sustained improvement in service delivery.
- 2.5 The mid-year position for 2025/26 presents further challenges. The percentage of tenants who feel well-informed has decreased slightly by 1.2 percentage points to 75.6%, while perceptions of fairness and respect have remained stable at 83.0%. However, the proportion of tenants who feel listened to has reduced by 3.3 percentage points to 68.2%, and satisfaction with complaints handling has reduced further by 1.0 percentage point, reaching 33.5%.
- 2.6 In 2023/24, tenant satisfaction with the Council's approach to managing anti-social behaviour stood at 64.9%. The 2024/25 year-end results showed a slight decline in satisfaction, falling to 63.3%. This downward trend continued into the mid-year position for 2025/26, with satisfaction decreasing by a further 2.1 percentage points to 61.2%. Despite this reduction, the Council's performance in this area remains above the national median of 59.5%, indicating relative strength compared to sector benchmarks. When focusing on national comparators for Local Authorities only, the Council's ASB handling score of 61.2% sits just outside the upper quartile threshold of 61.4%.

- 2.7 A notable change between the 2023/24 and 2024/25 results relates to tenant satisfaction with the cleanliness and maintenance of communal areas. Satisfaction declined from 71.6% to 68.1%, reflecting a 3.5 percentage point decrease year-on-year. Encouragingly, the mid-year position for 2025/26 shows a significant recovery, with satisfaction rising by 5.0 percentage points to 73.1%. This improvement is likely linked to the Council's £135,000 investment in caretaking services for 2025/26, alongside the introduction of refreshed service level agreements, which have helped to enhance service delivery and tenant experience in communal spaces.
- 2.8 The tenant perception survey is now a rolling programme, and results will continue to be published in line with the regulatory requirements. The larger sample size will remain for 2025/26 and the contract with KWest is due for review during this financial year. A six-monthly update will continue to be reported to Cabinet. The remaining ten TSMs evaluate the Council's performance in areas including anti-social behaviour, complaints handling, repairs and maintenance, and health and safety.

Regulatory Compliance Update

- 2.9 The introduction of the Social Housing Regulations requires landlords to meet four consumer standards through the delivery of their services. Each standard consists of 'required outcomes', which are listed below:

Consumer standard	Outcomes
Safety and Quality	Stock quality Decency Health and safety Repairs, maintenance and planned improvements Adaptations
Transparency, Influence and Accountability	Fairness and respect Diverse needs Engagement with tenants Information about landlord services Performance information Complaints handling Self-referrals to the Regulator
Neighbourhood and Community	Maintenance of shared spaces Local cooperation Safer neighbourhoods Domestic abuse
Tenancy	Allocations and lettings Tenancy sustainment and evictions Tenure Mutual exchange

Safety and Quality Standard

- 2.10 The Council is advancing its improvements in Safety and Quality through targeted workstreams focused on stock quality, decency, health and safety, and repairs.
- 2.11 A comprehensive Stock Condition and HHSRS (Housing Health and Safety Rating System) survey programme began in April 2025, aiming for 6,000 surveys by March 2026. As of October 2025, 2,943 properties have been surveyed. Data from these surveys will inform future investment and asset management strategies.
- 2.12 93.6% of council homes now meet the Decent Homes Standard (up from 92.8% in 2024/25). 18,669 properties meet the decent homes standard with 1,273 classified as non-decent. (A non-decent home is one that has either serious hazards (like dangerous electrics, severe damp, or fire risks), is in poor repair (leaking roof, broken structure), lacks modern facilities (like an up-to-date kitchen/bathroom), or is not adequately heated and insulated for a reasonable degree of thermal comfort). This figure will adjust as more survey data is collected, and works are planned to ensure these homes are brought up to the correct standard.

Other Key improvements include:

- a) Implementation of a digital Compliance Workbook for automated compliance data management.
- b) Adoption of software to ensure all compliance activities align with current legislation.
- c) Rollout of 'Safety Culture' auditing software for consistent and accurate, digital compliance reporting.
- d) Introduction of a quarterly compliance scorecard and enhanced performance monitoring.
- e) Evidence-based closure of water hygiene and fire safety actions, and updated tenant guidance on water safety.
- f) Full compliance with the Building Safety Act for Beeversleigh (The only high-rise block of flats in Rotherham), including resident engagement and safety documentation.
- g) Annual digital Fire Risk Reviews for all blocks, with over 1,200 completed.
- h) A new damp and mould module in the housing management system and a digital reporting tool have improved case management, ensuring compliance with Awaab's Law which came into force in October 2025.

2.13 Transparency, Influence, and Accountability Standard

- 2.14 Tenant engagement is managed through a contract with RotherFed, with active panels and feedback mechanisms in place.
- 2.15 The Scrutiny Panel, made up from a diverse group of tenant volunteers, is supported by Tpas (Tenant Participation Advisory Service) has made nine

recommendations to strengthen tenant involvement, including diversity and incentives, with positive early results.

- 2.16 The Tenant Connectors Pool has grown to 178 members, broadening engagement opportunities. With regular communication via our tenant magazine, Home Matters.
- 2.17 A comprehensive review of the Council's housing website has improved accessibility, transparency, and up-to-date information.
- 2.18 The Diverse Needs Framework is being implemented to better capture and respond to tenants' varied needs, with staff training underway.
- 2.19 A new tenant led Learning from Complaints Panel has also been introduced, which aims to improve complaint handling and service learning.
- 2.20 Neighbourhood and Community Standard
- 2.21 Strong partnership working with local agencies supporting safe, well-maintained neighbourhoods.
- 2.22 A dedicated webpage will publish Anti-Social Behaviour (ASB) performance data, with ongoing improvements to data accuracy and transparency.
- 2.23 Plans to implement ASB and CRM (Customer Relationship Management) modules in the Housing Management System will streamline case handling and improve tenant satisfaction.
- 2.24 Targeted investment and service improvements have led to a 5% increase in tenant satisfaction with communal area maintenance.
- 2.25 Tenancy Standard
- 2.26 The new Housing Allocation and Strategic Tenancy Policies, effective December 2025, followed a comprehensive review and public consultation.
- 2.27 Tenancy sustainment is prioritised through readiness courses, affordability assessments, and strong support services, resulting in an 83% success rate for at-risk households.
- 2.28 Financial inclusion services have secured £2.3m in additional income for tenants in the first half of the year.
- 2.29 Evictions for rent arrears remain low, reflecting the Council's holistic approach to tenancy support.

Governance

- 2.30 The Regulator of Social Housing pursues a 'co-regulatory' approach, which means significant emphasis is placed on landlords having their own robust assurance mechanisms in place. The Housing Regulatory Assurance Board,

chaired by the Chief Executive and attended by the Cabinet Member for Housing, forms a key part of Rotherham's assurance model alongside the broader governance and assurance framework. Cabinet will also continue to receive updates on the TSMs and compliance with the standards.

- 2.31 The Council has completed recruitment to additional housing governance and assurance posts and aligning this more closely with the service improvement, tenant engagement and programme management teams already in place, to ensure the capacity is available to support the wider improvement programme and continue to enhance the governance model.

3. Options considered and recommended proposal

- 3.1 No other options were considered as this report is an update on the work being done to meet the consumer regulations introduced following the Social Housing (Regulations) Act in 2023.

4. Consultation on proposal

- 4.1 Consultation on the work set out in this report was not necessary as the Council as a social housing provider is required to meet these standards. The new consumer standards require social housing providers to involve tenants in shaping changes to service delivery, and this will be a key focus of the programmed inspections. Providing a range of meaningful opportunities for tenants to influence and scrutinise the landlord's strategies, policies and services is a requirement of the Transparency, Influence and Accountability Standard.

5. Timetable and Accountability for Implementing this Decision

- 5.1 Cabinet is asked to note the report. The Service Director of Housing is accountable for implementing the actions in the report.

6. Financial and Procurement Advice and Implications

- 6.1 The activity detailed in this report will be funded via existing staffing resources and budgets. Additional budget has been set in place in 2025/26 to fund the activity required such as Stock Condition Surveys detailed at paragraph 2.14.
- 6.2 Where newly arising budget requirements are identified these will be managed via in-year monitoring and governance arrangements and considered during the next budget setting and business planning process.
- 6.3 All activity where external suppliers are engaged to deliver the activity must be procured in compliance with relevant procurement legislation either the Public Contracts Regulations 2015 or the Procurement Act 2023 dependent upon the route to market selected to procure, as well as the Council's own Financial and Procurement Procedure Rules.

7. Legal Advice and Implications

- 7.1 The Regulator of Social Housing publication; Tenant Satisfaction Measures: Tenant survey requirements, provides the basis upon which providers of social housing are required to conduct tenant perception surveys to generate a subset of Tenant Perception Measures. The Consumer Standards Code of Practice sets out the standards expected of social housing and how those standards should be maintained. The recommendations will help to ensure compliance with the new regulatory framework for social housing, and aid in preparations for an inspection of the Council's Housing Services.
- 7.2 Compliance with the consumer standards is mandatory. As a social landlord the Council has a duty to provide a safe environment for those living in our homes. Failure to comply could result in negative outcomes ranging from customer dissatisfaction and criticism to a requirement to submit (to the Regulator) a Performance Improvement Plan, or to take particular remedial actions as set out in an enforcement notice. If necessary, the Regulator will be able to authorise an appropriate person to enter a social housing premises to take emergency remedial action, issue penalties such as unlimited fines, or require the provider of social housing to pay compensation. A provider of social housing will commit an offence if they obstruct access or work required to undertake remedial action. A person guilty of an offence under this section is liable on summary conviction to a fine not exceeding level 4 on the standard scale.

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 There are no implications for Children and Young People and Vulnerable Adults arising from the report.

10. Equalities and Human Rights Advice and Implications

- 10.1 The Government's Equality Impact assessment has been considered when reviewing the work being done to make sure the Council is compliant with the new regulations. As the Government's assessment states, equality considerations were taken into account throughout the development of the new consumer standards. The work being done by the Housing service puts all groups of tenants at the heart of what we do understanding that we need to evidence that services are accessible to and offered in ways that meet the needs of those with protected characteristics.
- 10.2 The changes to the regulation of social housing are designed to improve services to tenants, the safety and quality of their homes and communal areas and give them access to information about how well their landlord is performing. In addition, it is a requirement of the regulations that tenants are involved in the shaping of changes to service delivery and revision of policies.

The regulations are designed to improve equality of access to services for social housing tenants.

- 10.3 To ensure compliance with the new regulations Housing will be looking to reporting on the makeup of the tenant base in relation to protected characteristics and acting upon any issues identified. This will be part of the six-monthly updates to Cabinet on the social housing reforms.

11. Implications for CO2 Emissions and Climate Change

- 11.1 There are no implications for CO2 Emissions and Climate Change arising from the report.

12. Implications for Partners

- 12.1 The report concerns the Council's functions as a landlord, but some of those functions are dependent on partners including contractors and other public sector agencies. The Strategic Housing Forum is the principal mechanism for bringing key housing partners together in Rotherham and the implications of regulation have been discussed there.

13. Risks and Mitigation

- 13.1 The key risk is a failure to work to strengthen compliance with the consumer standards, which could lead to negative outcomes for tenants and residents, a poor inspection outcome and potentially a negative judgement. The measures set out in this report are the mitigation against this risk.

14. Accountable Officers

- 14.1 Sarah Clyde, Service Director of Housing

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	John Edwards	19/12/25
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	16/12/25
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	16/12/25

Report Author: Louise Robson, Head of Housing Improvement and Governance
louise.robson@rotherham.gov.uk

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Appendix 1

Tenant Satisfaction Landlord and Perception Measures 2023-24, 2024-25 and 2025/26 mid-year

Tenant Satisfaction Measure - Landlord Measure		Rotherham 2023/24	National Results 2024/25	2024/25 Results	2025/26 mid-year	Comparison 2024/25 vs 2025/26 mid-year
RP01	Homes that do not meet the decent homes standard	12.0%	0.5%	7.2%	6.4%	+0.8% (improved)
RP02	(1) Non-Emergency Repairs completed within target timescale	97.0%	82.5%	96.7%	98.9%	+2.2% (improved)
	2) Emergency Repairs completed within target timescale	99.0%	94.9%	98.6%	98.4%	-0.2% (declined)
BS01	Gas safety checks	99.9%	100%	100%	99.9%	-0.1% (declined)
BS02	Fire safety checks	100%	100%	100%	100%	=
BS03	Asbestos safety checks	100%	100%	100%	100%	=
BS04	Water safety checks	100%	100%	100%	100%	=
BS05	Lift Safety Checks	91.3%	100%	100%	100%	=
NM01	Anti-social behaviour cases relative to the size of the landlord	69.6	36	70.4	44.8	Reduction of 25.6
	Number of anti-social behaviour cases that involve hate incidents opened (per 1,000 homes)	0.3	0.7	0.4	0.1	Reduction of 0.3
CH01	Stage One complaints relative to the size of the landlord (per 1,000 homes)	26.9	53.5	17.7	8.8	Reduction of 8.9
	Stage Two complaints relative to the size of the landlord (per 1,000 homes)	0.9	8.3	0.8	0.6	Reduction of 0.2
CH02	% Stage One complaints responded to within Complaint Handling Code timescale	82.3	89.9%	78.1	81.9	+3.8 (improved)
	% Stage Two complaints responded to within Complaint Handling Code timescales	55.5	88.9	37.5	50.0	+12.5 (improved)

Tenant Satisfaction Perception Measures

TP01. Proportion of respondents who report they are satisfied with the overall service of their landlord.

Rotherham Council					National Results (2024/25)		
	Satisfied	Neither	Dissatisfied		Median	Lower Quartile	Upper Quartile
2023/24	76.9%	10.5%	12.6%		71.8%	64.7%	78.9%
2024/25	78.2%	10.1%	11.7%				
2025/26 mid-year	77.6%	9.9%	12.5%				

TP02. Proportion of respondents who have received a repair in the last 12 months who report that they are satisfied with the overall repairs service.

Rotherham Council					National Results (2024/25)		
	Satisfied	Neither	Dissatisfied		Median	Lower Quartile	Upper Quartile
2023/24	74.1%	7.9%	18.0%		73.6%	66.8%	79.6%
2024/25	78.6%	6.7%	14.7%				
2025/26 mid-year	78.9%	7.4%	13.7%				

TP03. Proportion of respondents who have received a repair in the last 12 months who report that they are satisfied with the time taken to complete their most recent repair.

Rotherham Council					National Results (2024/25)		
	Satisfied	Neither	Dissatisfied		Median	Lower Quartile	Upper Quartile
2023/24	72.1%	4.4%	23.5%		69.5%	63.0%	76.5%
2024/25	77.6%	4.6%	17.8%				
2025/26 mid-year	79.5%	9%	11.5%				

TP04. Proportion of respondents who report that they are satisfied that their home is well maintained.

Rotherham Council					National Results (2024/25)		
	Satisfied	Neither	Dissatisfied		Median	Lower Quartile	Upper Quartile
2023/24	77.6%	7.0%	15.4%		71.9%	65.5%	77.8%
2024/25	77.7%	7.6%	14.7%				
2025/26 mid-year	76.9%	8%	15.1%				

TP05. Proportion of respondents who report that they are satisfied that their home is safe.

Rotherham Council					National Results (2024/25)		
	Satisfied	Neither	Dissatisfied		Median	Lower Quartile	Upper Quartile
	-						
2023/24	81.1%	5.8%	13.1%		77.6%	71.8%	82.9%
2024/25	81.0%	6.6%	12.4%				
2025/26 mid-year	81.4%	7%	11.6%				

TP06. Proportion of respondents who report that they are satisfied that their landlord listens to tenant views and acts upon them.

Rotherham Council					National Results (2024/25)		
	Satisfied	Neither	Dissatisfied		Median	Lower Quartile	Upper Quartile
2023/24	70.5%	10.5%	19.0%		61.6%	54.1%	69.3%
2024/25	71.5%	10.1%	18.4%				
2025/26 mid-year	68.2%	11.2%	20.6%				

TP07. Proportion of respondents who report that they are satisfied that their landlord keeps them informed about things that matter to them.

Rotherham Council					National Results (2024/25)		
	Satisfied	Neither	Dissatisfied		Median	Lower Quartile	Upper Quartile
2023/24	74.0%	10.5%	15.4%		72.0%	65.9%	77.3%
2024/25	76.8%	9.2%	14.0%				
2025/26 mid-year	75.6%	9.7%	14.7%				

TP08. Proportion of respondents who report that they agree their landlord treats them fairly and with respect.

Rotherham Council					National Results (2024/25)		
	Satisfied	Neither	Dissatisfied		Median	Lower Quartile	Upper Quartile
2023/24	83.6%	8.2%	8.2%		77.9%	72.6%	83.9%
2024/25	83.0%	9.9%	7.1%				
2025/26 mid-year	83%	10.2%	6.8%				

TP09. Proportion of respondents who report making a complaint in the last 12 months who are satisfied with their landlord's approach to complaints handling.

Rotherham Council				National Results (2024/25)		
	Satisfied	Neither	Dissatisfied	Median	Lower Quartile	Upper Quartile
2023/24	36.2%	7.6%	56.2%	35.5%	29.6%	42.1%
2024/25	34.5%	7.0%	58.4%			
2025/26 mid-year	33.5%	7.8%	58.7%			

TP10. Proportion of respondents with communal areas who report that they are satisfied that their landlord keeps communal areas clean and well maintained.

Rotherham Council				National Results (2024/25)		
	Satisfied	Neither	Dissatisfied	Median	Lower Quartile	Upper Quartile
2023/24	71.6%	7.4%	20.9%	66.7%	60.7%	72.8%
2024/25	68.1%	6.6%	25.3%			
2025/26 mid-year	73.1%	6.5%	20.4%			

TP11. Proportion of respondents who report that they are satisfied that their landlord makes a positive contribution to the neighbourhood

Rotherham Council				National Results (2024/25)		
	Satisfied	Neither	Dissatisfied	Median	Lower Quartile	Upper Quartile
2023/24	72.4%	9.9%	17.7%	64.6%	57.7%	71.7%
2024/25	71.2%	10.9%	17.9%			
2025/26 mid-year	71.1%	10%	18.9%			

TP12. Proportion of respondents who report that they are satisfied with their landlord's approach to handling anti-social behaviour.

Rotherham Council				National Results (2024/25)		
	Satisfied	Neither	Dissatisfied	Median	Lower Quartile	Upper Quartile
2023/24	64.9%	11.8%	23.3%	59.5%	54.7%	66.4%
2024/25	63.3%	11.7%	25.0%			
2025/26 mid-year	61.2%	11.8%	27%			

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: Tenant Satisfaction Measures and Regulatory Compliance Update	
Directorate: Adult Care, Housing and Public Health	Service area: Housing Improvement and Governance
Lead person: Louise Robson	Contact: louise.robson@rotherham.gov.uk
Is this a:	
☐ Strategy / Policy	☐ Service / Function
	☒ Other
If other, please specify Update to Cabinet on Tenant Satisfaction Measures and Regulatory Compliance	

2. Please provide a brief description of what you are screening
The Social Housing (Regulation) Act regulations came into force on April 1st 2024. The new regulations and inspection regime require social housing landlords to deliver in line with the four consumer standards relating to Quality and Safety, Transparency Influence and Accountability, Neighbourhood and Community and Tenancy. Social housing is governed by a range of legislation and these new consumer standards build upon the existing legislative requirements. This report is an update on the work taking place across Housing to make sure we meet the regulations. The new regulations require social housing providers to report a range

Appendix 2

of performance measures on an annual basis. This report provides Cabinet with an update on the ongoing work to ensure Housing services comply with the revised regulatory framework, including the new consumer standards, and presents the latest Tenant Satisfaction Measures results for noting.

3. Relevance to equality and diversity

The consumer standards are focussed on the quality of delivery for tenants and there is an expectation that landlords will know their tenants and will adapt delivery to meet particular needs, including in response to those with protected characteristics. In effect, being inclusive and respecting and responding to diversity and aiming for equality of access are core tenets of the new regulations. The new regulatory framework for social housing will include inspections so landlords will be judged on how well they are meeting these requirements.

The consumer standards that came into force from April 1st 2024 had a period of public consultation before being finalised. The final Equality Impact Assessment was published alongside the finalised consumer standards on February 29th 2024, and can be found at:

[Annex 6: Consumer standards – Equality impact assessment - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/123456/Annex_6_Consumer_standards_-_Equality_impact_assessment.pdf)

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

If you have answered no to all the questions above, please explain the reason

Given that this is a six-monthly update to Cabinet, it has been determined that there is no equality implications from this report.

The Government's Equality Impact Assessment has been considered when reviewing the Tenant Satisfaction Measures to make sure we are compliant with the new regulations. As the government's assessment states, equality considerations were taken into account throughout the development of the new consumer standards. The work being done by the Housing service puts all groups of tenants at the heart of what we do but

Appendix 2

understanding that we need to evidence that services are accessible to and offered in ways that meet the needs of those with protected characteristics.

This 6-monthly update is intended to provide cabinet with the latest position on the Tenant Satisfaction Measures and outline the steps being taken to improve any measures that are on a downward trend.

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:

Date to complete your Equality Analysis:

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

Louise Robson

5. Governance, ownership and approval

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

Name	Job title	Date
Louise Robson	Head of Housing Improvement and Governance	05/11/2025

6. Publishing

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

Appendix 2

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	05/11/2025
Report title and date	Tenant Satisfaction Measures 2025/26 and Social Housing Consumer Standards (six-monthly update)
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	N/A
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	05/11/2025

APPENDIX 3 – 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 emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	n/a				
Emissions from transport?	n/a				
Emissions from waste, or the quantity of waste itself?	n/a				
Emissions from housing and domestic buildings?	Unknown impact on emissions		A revised <i>Safety and Quality Standard</i> emphasises that landlords should hold good quality information about their properties' condition, based on recent stock condition surveys. Strengthening assurance around stock condition and decency are key priorities for the Council, due to the age of its existing stock condition data. In the longer term, better intelligence will increase the Council's capacity to improve the condition of its housing stock e.g., by insulating homes		Greenhouse gas emissions from housing, including those from Council-owned homes, are outside the scope of the Council's 'Net Zero by 2030' (NZ30) target and are outside the scope of NZ30 emissions monitoring. Local area emissions from domestic energy use are estimated in local authority greenhouse gas emissions statistics, published by the

			to higher energy efficiency standards. In this way, work to comply with consumer standards for social housing landlords may increase the Council's capacity to cut greenhouse gas emissions from domestic energy use in the Borough of Rotherham, as per its 'Net Zero by 2040' target.		Department for Energy Security and Net Zero. A specific expectation that the Council should hold good quality data about properties it owns may increase organisational capacity for monitoring local area emissions.
Emissions from construction and/or development?	n/a				
Carbon capture (e.g., through trees)?	n/a				
Identify any emission impacts associated with this decision that have not been covered by the above fields: Under a further <i>Neighbourhood and Community Standard</i>, the Council must “co-operate with relevant partners to promote social, environmental [<i>emphasis added</i>] and economic wellbeing in the areas where they provide social housing.” Meeting this standard may have wider environmental benefits for biodiversity and nature recovery, sequestering carbon and adapting to climate change e.g., if it leads to more green space in areas where the Council provides social housing.					

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

Much of the content of the new consumer standards is already part of the regulatory framework for social housing: for these areas, the key difference is the requirement for the Council to evidence compliance to a proactive Regulator. This may have a real-world, positive consequences for Council-owned homes. For example, the Council needs to improve its stock condition data, to comply with a revised *Safety and Quality Standard*. Better quality stock condition data may increase the Council's capacity to retrofit homes with better insulation and low carbon heating systems and hence cut greenhouse gas emissions, to meet its 'Net Zero by 2040' climate change target.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Robeen Abou El Ola Business Development Manager Housing Services Adult Care, Housing and Public Health
Please outline any research, data, or information used to complete this [form].	<i>Required Outcomes and Specific Expectations, Consumer Standards.</i> Regulator of Social Housing (2 April 2024). Available from: < https://www.gov.uk/government/collections/regulatory-standards-for-landlords >
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]	Tracking Reference: CIA372 Katie Rockett, Climate Change Officer

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Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

Council Plan and Year Ahead Delivery Plan Progress Update

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

No, but it has been included on the Forward Plan

Executive Director Approving Submission of the Report

Judith Badger, Executive Director of Corporate Services

Report Author(s)

Fiona Boden, Head of Policy, Performance and Intelligence

Fiona.boden@rotherham.gov.uk

Oscar Holden, Corporate Improvement Officer

Oscar.holden@rotherham.gov.uk

Chloe Harrop, Corporate Improvement Officer

Chloe.harrop@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

In May 2025, the Council adopted a new Council Plan for 2025-30. The Plan was informed by public consultation and set 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 priorities, a Year Ahead Delivery Plan was also developed, setting out the key activities to be delivered over the period from 1 April 2025 to 31 March 2026.

The Year Ahead Delivery Plan for 2025-26 (and the associated Council Plan performance measures) was approved by Cabinet on 19 May 2025. In line with the previous Council Plan, it was agreed that there would be two monitoring reports published over the year.

The first progress report for 2025-26, the first of the Council Plan 2025-30, is attached at Appendix 1 to this report. It includes performance measures for Quarter

2 (July to September 2025) and progress updates on Year Ahead Delivery Plan actions up to 8 December 2025.

Recommendations

That Cabinet:

1. Note the overall position in relation to the Year Ahead Delivery Plan activities.
2. Note the Quarter 2 data for the Council Plan performance measures.
3. Note that a progress report covering the remainder of the year will be presented to Cabinet in July 2026.

List of Appendices Included

Appendix 1 – Council Plan Progress Report – Mid-Year Report for 2025/26 (Quarter 2 performance data and progress on Year Ahead Delivery Plan 2025/26).

Appendix 2 – Summary Council Plan Progress Report – Mid-Year Report for 2025/26 (Quarter 2 performance data and progress on Year Ahead Delivery Plan 2025/26)

Appendix 3 – Equality Analysis.

Appendix 4 – Climate Impact Assessment.

Background Papers

Council Plan 2025-30 approved by Council on 21 May 2025.

Council Plan 2025-30 and Year Ahead Delivery Plan 2025-26 considered by Cabinet on 19 May 2025.

Annual Report on Council Plan 2022-25 and Year Ahead Delivery Plan Progress for 2024-2025 considered by Cabinet on 7 July 2025.

Mid-Year Report on Council Plan 2022-25 and Year Ahead Delivery Plan Progress for 2024-2025 considered by Cabinet on 10 January 2025.

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

Council Plan and Year Ahead Delivery Plan Progress Update

1. Background

- 1.1 The Council Plan 2025-30 is a key document, which sets out the Council's vision for the borough and priorities for serving residents and communities and was 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 long-term measures of success as well as a Year Ahead Delivery Plan, which sets out the key activities to be delivered over the financial year ending 31 March 2026.
- 1.3 The Council Plan 2025-30 was adopted by Council in May 2025. The Year Ahead Delivery Plan is updated every year; the Plan for 2025-26 is the first of the new Council Plan and was approved by Cabinet on 19 May 2025.
- 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. This Framework is currently being reviewed to ensure it aligns with the Council Plan 2025-30.
- 1.5 To ensure that the delivery of actions and their impact is assessed, formal performance reports will be presented at Cabinet meetings twice a year, as agreed. Scrutiny has the opportunity to consider the reports in line with the Council's normal processes, consistent with previous performance reports.
- 1.6 Service plans have been produced for every Council service, and these are reviewed annually to ensure a 'golden thread' runs from the Council Plan through to each service as well as the 'My Year Ahead Delivery Plan' 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 set out medium-term priorities and actions to make improvements for local people and places. The Plan is framed around the following five outcomes:
 - Places are thriving, safe, and clean
 - An economy that works for everyone
 - Children and young people achieve
 - Residents live well
 - One Council that listens and learns.
- 2.2 Alongside the 5 strategic outcomes, the Council Plan identified 17 priorities to be delivered, including defined differences that will be seen between 2025 and 2030.

- 2.3 To ensure delivery against these, the Year Ahead Delivery Plan includes 116 priority actions, including 27 performance measures, alongside a further 12 social care measures, which are due to be delivered during 2025/26.
- 2.4 Progress against the Council Plan is also considered against a suite of long-term measures of success. These measures will be reported on in the year-end progress report, reflecting that they are outcome-based measures and that the majority are published on an annual basis.
- 2.5 The Quarter 2 progress report for 2025-26 (Appendix 1) focuses on the progress made across all the Year Ahead Delivery Plan activities to deliver the Council Plan's five strategic outcomes for Rotherham. The report has been designed to ensure that progress on the Year Ahead Delivery Plan activities is as up to date as possible at the time of publication.
- 2.6 The targets for Council Plan performance measures relate to the financial year 2025-26 and are reported here for Quarter 2 (July to September 2025). Appendix 1 includes full details of performance against these measures.
- 2.7 The Quarter 2 progress report (Appendix 1) includes a high-level overview 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 first half of the year.
- 2.8 An additional appendix (Appendix 2) has been prepared to provide a summary of the Council Plan progress report. This is in line with a recommendation from the Overview and Scrutiny Management Board during its consideration of the Council Plan 2022-25 Quarter 4 year-end progress report in July 2025.
- 2.9 The Year Ahead Delivery Plan milestone trackers (included in Appendix 1) outline progress against the 89 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 8 December 2025, the activities within the Year Ahead Delivery Plan are rated as follows:
- 24% (21) complete
 - 49% (44) on track
 - 18% (16) are delayed by less than 3 months
 - 9% (8) will not be met within 3 months of original target date.

2.11 The Year Ahead Delivery Plan also includes a performance tracker (included in Appendix 1) which provides an analysis of the Council's performance against the 27 performance measures and 12 social care measures; 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)
No target	Information measure targets not applicable (ie volume/demand measures where 'good' is neither high or low)

2.13 For the report covering Quarter 2, the status of the performance measures is set out below:

Progress against targets

- Performance is on or above target – 20 measures (74%)
- Currently performance is not at expected levels. Confidence that the target will be achieved by year-end – 1 measure (4%)
- Performance is not currently on target. High risk that year-end target will not be achieved – 5 measures (18%)
- Target cannot be assessed this quarter (i.e. Annual measure or awaiting publication of data) – 1 measure (4%)
- Information measure targets not applicable (i.e. Volume / Demand measures where 'good' is neither high or low) – 0 measures (0%)

2.14 For the report covering Quarter 2, the status of the 12 social care measures is set out below:

Progress against targets

- Performance is on or above target – 5 measures (41%)
- Currently performance is not at expected levels. Confidence that the target will be achieved by year-end – 0 measures (0%)
- Performance is not currently on target. High risk that year-end target will not be achieved – 2 measures (17%)
- Target cannot be assessed this quarter (i.e. Annual measure or awaiting publication of data) – 2 measures (17%)
- Information measure targets not applicable (i.e. Volume / Demand measures where 'good' is neither high or low) – 3 measures (25%)

3. Options considered and recommended proposal

- 3.1 The Council Plan 2025-30 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 reporting publicly on its progress.
- 3.2 It is recommended that Cabinet note the overall position in relation to the Year Ahead Delivery Plan activities for 2025-26 and performance to 8 December 2025 for the Council Plan performance measures.

4. Consultation on proposal

- 4.1 A programme of public consultation and engagement to support the development of the Council Plan took place between September and November 2024. This included online and postal surveys, focus groups (internal and external), and a series of short interactions and engagement activity at a number of locations across the borough. There were 214 online and postal surveys returned and over 1,960 interactions in total across all methods of engagement.
- 4.2 The consultation and engagement activity included speaking with voluntary and community groups which represent protected characteristic groups, as well as attendance at the Parish Council Network, direct engagement with the public and a session 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 core documents such as the Year Ahead Delivery Plan activities, Rotherham Together Partnership Plan and the Inclusion Strategy.

5. Timetable and Accountability for Implementing this Decision

- 5.1 A further progress report will be presented to Cabinet in July 2026, covering performance over the whole of the 2025-26 financial year.

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 include some activities which require the need to procure goods, services or works to achieve their outcomes. All projects will need to be procured in line with the Public Contracts Regulations 2015, the Procurement Act 2023, or the Health Care Services (Provider Selection Regime) Regulations 2023, whichever is applicable, as well as the Council's own Financial and Procurement Procedure Rules, giving clear consideration and application of social value in accordance with the Council's Social Value Policy, the Real Living Wage and other ethical factors.
- 6.4 Appendix 1 includes information on some of the key areas of the Council's budget against its five priority outcomes. It also provides a progress update on the 2025-26 revenue budget investments approved via Council in March 2025, as part of the Council's Budget and Council Tax Report 2025-26.

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 commitment to ongoing improvement.

8. Human Resources Advice and Implications

- 8.1 There are no direct Human Resources (HR) implications as a result of this report. HR's role in development of an engaged, diverse, and skilled workforce that feels empowered to embrace new working methods to meet all customer needs is highlighted within the 'One Council that Listens and Learns' theme. Delivery of the new Council Plan will also be underpinned by the new Workforce Plan.

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 outcomes of the plan, particularly 'children and young people achieve their potential' and 'residents live healthy, safe and independent lives'.

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 Three cross cutting policy drivers run throughout the plan. One of these includes 'opportunities are expanded to all' to ensure that the Council creates new opportunities, with help targeted to those who need it the most, so no one is left behind. All outcomes aim to meet residents' and communities' differentiated needs.

10.3 In addition, the 'One Council' outcome includes 'better customer experience' which ensures different needs are met. The Council's commitment to place all customers at the heart of service delivery includes a clear commitment to working with local communities.

10.4 A detailed Equality Analysis is attached at Appendix 3.

11. Implications for CO2 Emissions and Climate Change

11.1 The 'One Council that Listens and Learns' outcome is focused around reducing harmful levels of carbon emissions to limit the impacts on the climate and the environment. Actions within this outcome encompass plans for the reduction of emissions. The 'Places are Thriving Safe and Clean' outcome also includes actions focussed on flood alleviation projects and flood resilience measures for communities in the worst-affected areas of the borough.

11.2 A Climate Impact Assessment has been produced based on the Year Ahead Delivery Plan (see Appendix 4).

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 outcomes 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 The Rotherham Plan 2025, the overarching partnership plan for the borough, will be replaced with an updated plan in 2026. The Rotherham Plan will align with and complement the Council Plan, setting out partners' joint ambitions to improve outcomes for local people. Showcase events continue to take place to celebrate the achievements of the Partnership. This year, events have taken place at Maltby Learning Trust Academy in April 2025, and at Skills Street in Gulliver's Valley in October 2025.

13. Risks and Mitigation

13.1 The Corporate Strategic Risk Register is aligned to the new Council Plan outcomes and the process of updating and identifying strategic risks is designed to manage risks connected 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 risk registers and the Corporate Strategic Risk Register.

14. Accountable Officers

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 Policy, Strategy and Engagement
Fiona.boden@rotherham.gov.uk

Approvals obtained on behalf of Statutory Officers:

	Named Officer	Date
Chief Executive	John Edwards	24/12/25
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	24/12/25
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	24/12/25

Report Author:

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

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COUNCIL PLAN 2025/30 AND YEAR AHEAD DELIVERY PLAN

Mid-Year Progress Report

Period: Quarter 2 2025/26 performance data
and progress on the Year Ahead Delivery Plan.



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Rotherham
Metropolitan
Borough Council



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1. 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.

Three cross-cutting policy drivers run through the plan, informing the Council's way of working and helping to achieve better outcomes:

Informed by a programme of public and stakeholder engagement, the Council Plan is framed around five strategic outcomes:



To ensure delivery of the Council Plan, annual Year Ahead Delivery Plans are produced. The Year Ahead Delivery Plan for the 2025/26 financial year covers the first year of the Council Plan 2025-30.

This is the mid-year progress report for 2025/26 to Cabinet.

The report focuses on progress made in delivering the 89 priority actions and the 27 performance measures contained within the Year Ahead Delivery Plan, that best demonstrate progress in achieving the 17 priorities within the Council Plan. 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.

1. Status definitions

Year Ahead Delivery Plan definitions

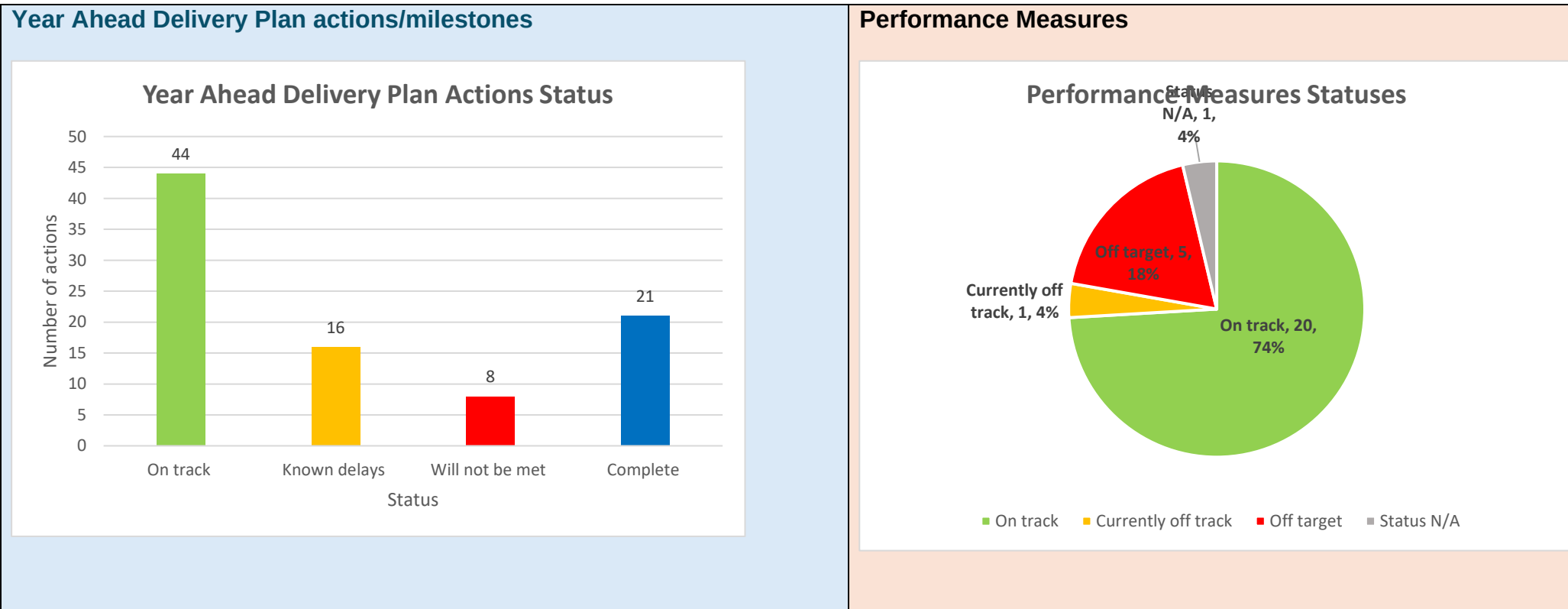
Status	Definition
Not yet due to start	Action not yet scheduled to start
On track	Action started and on track to be delivered by the original deadline
Known delays	Action has some risk/delay to delivery or is behind the original schedule by less than three months
Will not be met	Action will not be/has not been met within three months of the original target date
Complete	The action is fully complete and/or operational

Performance measure definitions

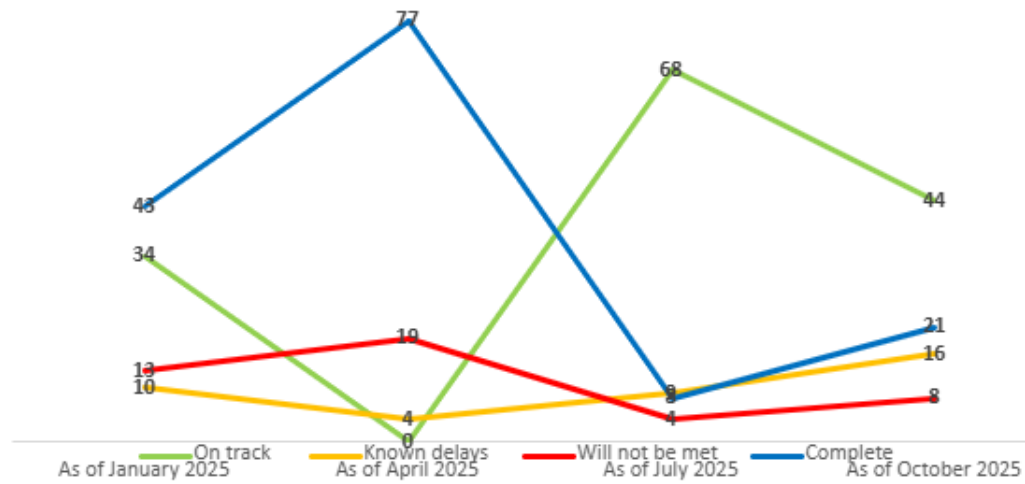
Status	Definition
	Measure cannot be assessed this quarter (ie annual measure or awaiting publication of data). This will be shown as status N/A when reporting the performance measure status.
	Performance is on or above target.
	Current performance is not at expected levels. Confidence that the target will still be achieved by year-end.
	Performance is not currently on target. High risk that year-end target will not be achieved.
No target.	Information measure targets not applicable (ie volume/demand measures where 'good' is neither high or low)

2. 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 Delivery Plan Action Trend



3. Finance update

The table below provides details on some of the key areas of the Council's budget 2025/26, indicating how the Council intends to spend its budget against its five priority outcomes.

Themes	Commentary on financial performance of key areas of the budget
Places are thriving, safe and clean	In October, war memorial and civic centre improvements were approved to progress to design stage under the £4million Our Places Fund investment. Work is underway at regeneration projects in Wath and Dinnington.
	Work is almost complete on the new café at Rother Valley Country Park.
	Revenue investments in 25/26 have created new Street Safe and Road Cleansing and Fly Tipping teams.
An economy that works for everyone	A capital investment in 25/26 has led to a series of improvements in business centres.
	In the summer, Cabinet endorsed the submission of the Gateway station masterplan and funding was allocated to initiate property negotiations.
Children and young people achieve	A baby pack has been delivered to every family that wants one to provide support to children at the start of their lives.
	Clifton Park Watersplash opened in the summer and the Children's Capital of Culture has delivered an array of activities throughout the year.
	The Council continues to invest and expand its children residential care services to support children and young people in the authority's care to remain in their communities and within the borough. The following details the progress (as at September 2025) in the Council's residential children's homes programme: • Home 1 – Works completed and awaiting confirmation of Ofsted registration. • Home 2 – Works, including follow up review completed by 24 September 2025. • Home 3 – Works commenced 1 September with progress meeting scheduled for 9 October 2025. • Home 4 – Planning permission granted 27 June. Procurement / tender approval process commenced.
	The number of children in care has steadily decreased over the past few years, from 602 in 2020 to 473 at the end of September 2025. This aligns closely with the planned profile target of 472 for the end of the financial year. However, despite the reduction in the children-in-care population, the Council continues to face significant budgetary pressures within this area. These pressures are driven by above inflation costs, ongoing placements in costly external residential children's homes, and the rising costs of placements for children and young people with complex and challenging needs.
	In 2025/26, the Council continue to support early intervention through direct investment of Government funding (£2.2m) in additional prevention activity for children and families through the implementation of Families First Programme (FFP). The aim of the programme is to transform the council's Family Help and Child Protection services to families, focusing on early intervention and prevention to avoid crisis situations. This investment complements existing prevention work and funding received in the year for the following: Supporting Families (£1.6m), Start for Life & Family Hub (£1.3m) and wraparound childcare provision.

	This year marks the final year of implementing the Safety Valve programme and the current SEND Sufficiency Strategy. During this period, the focus will be on expanding local SEND specialist places, enhancing existing provision, and promoting greater inclusivity within mainstream schools and settings. The 2025/26 allocated government capital funding of £3.7 million to be invested in supporting these objectives. This investment will enable the creation of 100 additional Resource Provision places and deliver improvements that enhance accessibility and inclusion across mainstream education.
Residents live well	The Energy Crisis Support scheme has been extended using the Household Support Fund, which provides a cash grant of up to £250 to households in 2025/26.
	There have been 40 additional Council homes delivered since April.
	Additional temporary homes have been used to reduce the need for emergency hotel accommodation to combat homelessness.
One Council	The Council receives in excess of 300,000 calls a year into its main contact centre. Work continues at pace to reduce call waiting times and to improve and modernise the way that members of the public can contact the Council to provide better value for money and enhance the customer experience.

2025/26 Revenue Budget Investments Tracking

The table below provides a progress update on the 2025/26 revenue budget investments approved via Council in March 2025, as part of the Council's Budget and Council Tax Report 2025/F26. 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	2025/26 Investment £'000	Expenditure to date £'000	% Spent To Date	Current Forecast Outturn £'000	Variance £'000	Update Commentary
Places are thriving, safe and clean							
25/26 INV1	Street Safe Team	570	20	4%	248	-322	Underspend due to delayed recruitment. New Band L started September 2025. Band J post and 6 x Band G posts started in November 2025 with remaining 4 Band G posts estimated to be filled in January 2026.

25/26 INV3	Road Marking	100	41	41%	100	0	Schedule of works planned and commenced. Assume full delivery.
25/26 INV4	Street Cleansing & Fly Tipping improvements	307	39	13%	183	-124	Underspend due to delayed recruitment; 4 x Band D posts recruited July. Band J posts delayed until January 2026 due to job evaluation.
An economy that works for everyone							
25/26 INV2	Employment Solutions Team	718	389	54%	593	-125	Underspend due to delayed recruitment and actual salaries lower than budgeted.
Residents live well							
25/26 INV5	Cost of Living Support	188	120	64%	188	0	A range of support services for residents - £65k for school uniform vouchers, £92k for Pension credit advisor extension (via VCS), £30k for Foodworks VCS support. Delivery is in progress, expect to deliver in full.
One Council that listens and learns							
25/26 INV6	Customer Services Call Handlers	62	21	34%	47	-15	This investment will increase call handler capacity over peak periods of call demand, which will reduce the amount of time customers are waiting and provide a better experience. 2 x Band D officers are now in post (start date 7th July).
Total Investment Proposals		1,945	630	32%	1,359	-586	

5. TIMELINE OF KEY ACHIEVEMENTS AND ACTIVITIES

April to November 2025

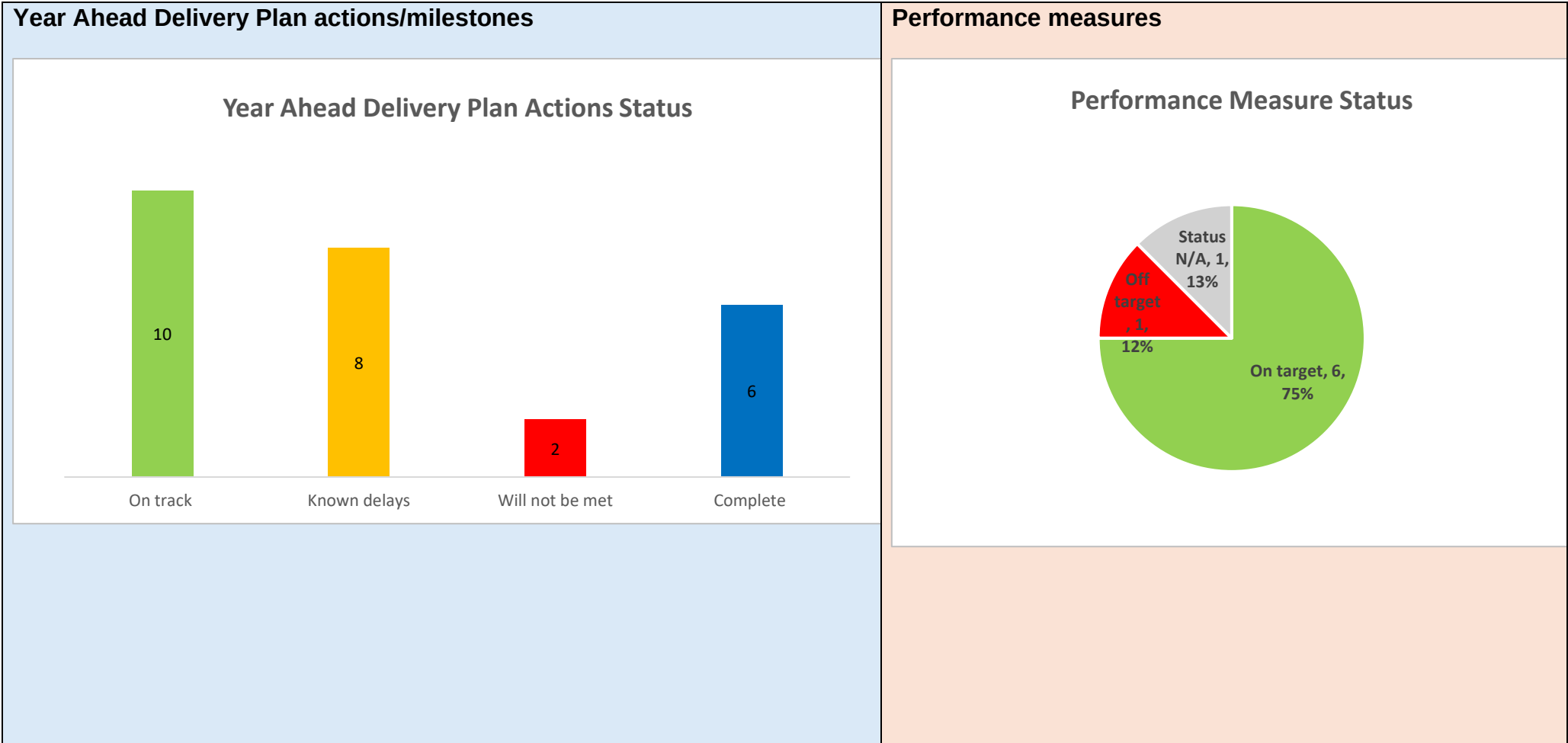
	Places are thriving, safe and clean	An economy that works for everyone	Children and young people achieve	Residents live well	One Council that listens and learns				
2025	Delivery of the Economic Inactivity Trailblazer began. A specialised support service for people who have attempted suicide was launched in April 2025. Vetro Lounge at Forge Island opened to the public.	Work began at Riverside Gardens and Corporation Street. WOW Rotherham festival returned – a vibrant, colourful, bold, fun, and fearless festival celebrating women, girls, trans and non-binary communities.	Rotherham Town Centre hosted celebrations for Armed Forces Day. Carers' Week 2025 – local partners and charities joined in multiple events to provide carers in the region with a chance to access information, advice, and raise awareness.	Sygnature Dish at Forge Island opened to the public. Crematorium and Cemetery in East Herringthope was awarded the Green Flag Award. UPLIFT returned to Rotherham - the festival transformed the town centre with a full programme of urban sports activities, music, dance, art and more.	Wentworth Woodhouse: House of Fun took place from 5 August until 30 November as part of the Children's Capital of Culture which included artwork co-created with Rotherham's young people and activities that brought the house to life for visitors.	Rotherham's biggest free cultural festival, the Rotherham Show, took place in Clifton Park and attracted 95,000 visitors. Agreed the new Housing Allocations Policy at Cabinet.	Plug in and Play - a games festival took place during October half-term –bringing together physical activity trails and digital gaming in partnership with National Video Game Museum and Children's Capital of Culture.	Heavenly Desserts at Forge Island opened to the public. The Community Safety Strategy was agreed at Council. Rotherham's Regeneration Plan was presented to Cabinet. LEAF Jobs and Careers Fair took place at Magna. The strength-based working learning and development training took place for Elected Members.	
	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	
		Work at Riverside Gardens commenced. The New Technology Offer which provides a broader range of equipment to enable people to remain living at home went live on 1 April 2025. The first Baby Packs were delivered.	Completed the Chestnut Grove Play Area in Dinnington. The new Council Plan 2025-30 agreed at Cabinet.	Phase Two of the Rotherham Together Partnership's social value work commenced. The Council supported Volunteers week from 2-8 June. Work started on site for new Council homes at former Albert Club at West Melton, part of the Housing Growth Programme.	Annual social value event was held at New York Stadium. Clifton Park watersplash facility opened to the public. Submitted registration for a third two-bedroom home. The Active Hub was established and began accepting referrals.	We Wonder Festival took place at Wentworth Woodhouse as part of the House of Fun programme, this included a circus on the gardens with performers, a lively workshop village, funfair games and more. Redevelopment work began at Thrybergh Country Park.	No Family Left Behind (Rotherham's Commitment to Addressing Child Poverty) Strategy was approved by Cabinet. Work started on site on new Council homes at Maltby as part of the Housing Growth Programme.	The Selective Licensing report was approved by Cabinet. The Rotherham Together Partnership hosted its biannual showcase event at Skill's Street at Gulliver's Valley.	The annual Christmas lights switch on took place at All Saints Square featuring a range of choirs and other free musical events. The annual Reclaim the Night event took place. The annual free Clifton Park bonfire was held. The Employee Opinion Survey 2025 was launched. Remembrance Day commemorations took place.

6.1 Outcome – Places are thriving, safe and clean

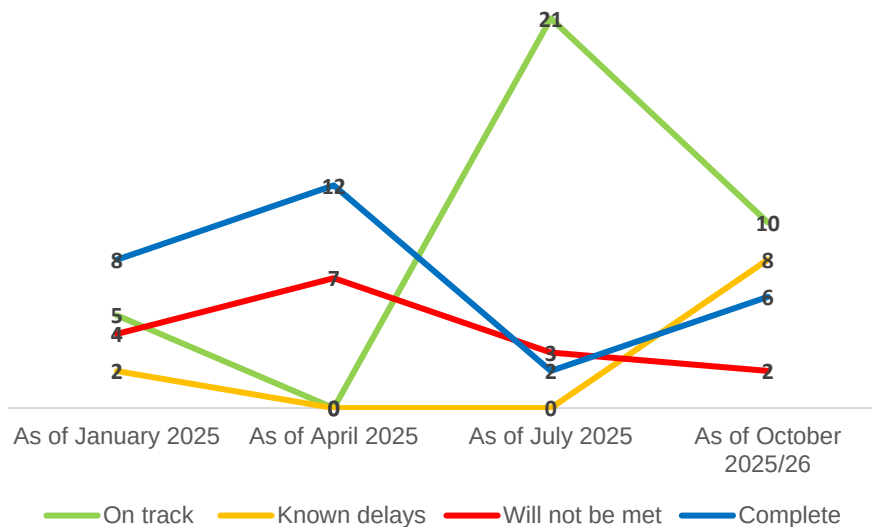
Priorities	The differences you will see
Creating vibrant communities	• £4 million investments to be delivered between January 2025 – March 2026 as part of Our Places, focusing on improvement projects to key gateways into principal towns and villages. • Bring our communities together through a range of enjoyable activities, cultural and social events, which inspire hope and pride in Rotherham. • £20 million secured through the Levelling Up funding to deliver investment in Wath and Dinnington town centres.
Better public spaces	• £11.6 million investment made into our country parks. • Improvement to roads and pavements, alongside enhanced roadside cleaning along popular routes. • Deliver flood alleviation projects and work with communities and businesses to develop flood resilience measures in the worst-affected areas.
Revitalising the town centre	• £45.3 million funding secured for the redevelopment of the markets and new library and the creation of Riverside Gardens in the town centre. • 400 new homes to be built as part of the town centre new community. • We will attract more people into the town centre.
Helping people to feel safe in their community	• Launch a new 'Street Safe Team' focused on increasing safety in towns and village centres. • Launch a new Safer Rotherham Partnership Plan 2025-28, to build safer neighbourhoods, tackle violence, abuse and exploitation and prevent offending. • Safer roads schemes and initiatives which contribute to Vision Zero and help to improve road safety across the borough.

Headlines – evidencing our progress

To provide evidence of delivery of the outcomes and commitments within this theme, there are 26 priority/actions and 8 performance measures contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress:



Year Ahead Delivery Plan Action Trend



Highlights – Achievements and Challenges

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to the priority actions within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Places are thriving, safe and clean

Achievements - Year Ahead Delivery Plan activities that have been completed:

- Launched the Street Safe Team, providing a visible presence of uniformed staff in the town centre.
- Agreed the Community Safety Strategy at Council in November 2025.
- The Council are now leading on Stage 4 of the Dinnington High Street regeneration project.
- Established the Roadside Cleaning Team to carry out additional roadside cleaning in October 2025.
- Began works on Riverside Gardens and Corporation Street public realm in May 2025.
- Submitted Rotherham's 'Regeneration Plan' in November 2025, in response to the Government's new grant fund 'Plan for Neighbourhoods'.

- Successfully delivered several cultural events, including UPLIFT Urban Sports Festival, WOW Rotherham and Rotherham Show which attracted 95,000 people (see case study below).

Challenges - Year Ahead Delivery Plan activities that will not be met within three months of the original target date:

- The development of plans to RIBA Stage 1 for the next phase of the major housing development in the town centre has been delayed until Quarter 4.
- There are delays across some of the flood defence/mitigation schemes including the Eel Mires Dike Flood Alleviation Scheme and Kilnhurst Flood Alleviation Scheme. However, Whiston Brook Flood Alleviation Scheme is progressing well, with delivery scheduled to start in Quarter 4.

Narrative – the bigger picture

The “Places are Thriving, Safe and Clean” theme is about creating neighbourhoods where people feel safe, proud, and connected, while ensuring public spaces are well maintained and vibrant. Over the past six months, significant progress has been made to strengthen community safety, improve local environments, and deliver cultural activities that bring people together.

The Street Safe Team has now launched in the town centre and have begun delivering tangible results. Five Street Safe Officers are now actively patrolling the town centre daily, providing a visible, uniformed presence that reassures the public and deters anti-social behaviour. Full staffing of the team is expected by January 2026, which will enable the team to expand coverage across the borough in areas such as Maltby, Wath, Dinnington and Swinton. The results of the team demonstrate the value of the initiative in improving safety, tackling anti-social behaviour and ensuring collaborative working across services and partners.

A key achievement has been the agreement of the Community Safety Strategy for 2025–2028, endorsed by Cabinet in September and approved by Council in November. This strategy was developed using an evidence-based approach and extensive consultation with residents, visitors, and stakeholders. It sets out three priorities: Safer Neighbourhoods; Tackling Violence, Abuse and Exploitation; and Preventing Offending and Building Resilience. To address hate crime and its underlying causes, the Safer Rotherham Partnership delivered targeted education and engagement through the Remedi ‘Step Up, Beat Hate’ project. In Quarters 1 and 2, 362 children and young people attended nine group sessions, and 57 one-to-one sessions were completed with individuals at risk of perpetrating hate crime. Enforcement activity has also increased significantly to tackle anti-social behaviour, with 347 enforcement actions issued in Quarter 2 alone, up from 210 in Quarter 1. This included 50 Community Protection Notices and 297 Community Protection Warnings, exceeding the same quarter in 2024-2025.

Alongside safety measures, work continues to create vibrant communities. Ward plans informed by local priorities are being delivered, with reports presented to Council from July 2025. A varied programme of cultural events has taken place across the borough, including WOW Rotherham, Armed Forces Day, Mayor's Parade, UPLIFT Urban Sports Festival, Rotherham Show, Bonfire Night at Clifton Park, and most recently Reclaim the Night as well as support for 15 community-based summer galas and festivals.

Investment in highways and public spaces remains a priority. The £2 million footway improvement programme is progressing well, with £639,162 spent to date (37% of the budget) and 38 footways repaired, alongside additional patching works.

Significant regeneration of both Thrybergh and Rother Valley Country Parks is progressing. The site handover at Rother Valley Country Park was completed in November 2025, however final completion is expected in March 2026 due to delays with the electricity connection with Northern Power Grid. In the interim period, the building will undergo furnishing, decoration and initial socialisation, leading to a soft opening in April 2026. Furthermore, work at Thrybergh Country Park is scheduled to be completed in December 2025 with a soft opening of the redevelopment works planned for January 2026.

The Catcliffe Flood Alleviation Scheme is advancing, with a design and build contractor expected to be engaged by Quarter 4. The Whiston Brook scheme is progressing at pace, currently undergoing tender evaluation with delivery planned to commence in Quarter 4. However, other flood alleviation schemes at Eel Mires Dyke and Kilnhurst have been delayed, and work is ongoing to bring these to shovel-ready status. A new Roadside Cleaning Team began work in mid-October, focusing on rural verges and gateways to improve cleanliness across the borough.

Town centre regeneration also continues, with work commencing on Riverside Gardens and Corporation Street public realm improvements in May 2025. However, completion of the Outdoor Covered Market has been slightly delayed to May 2026 due to design changes requiring additional work. Despite these challenges, the Council remains committed to delivering improvements that make Rotherham's places safe, clean, and thriving for everyone.

Year Ahead Delivery Plan tracker

Places are thriving, safe and clean					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
P1	Helping people to feel safe in their community	Launch the Street Safe Team to provide a visible presence of uniformed staff in the town	Quarter 2	Complete	The Street Safe initiative in Rotherham has begun delivering tangible results since the appointment of a Community Safety and

		centre, Dinnington, Wath, Maltby and Swinton.			Protection Manager in September 2025 and a Street Safe Coordinator in November. Five Street Safe Officers are now actively patrolling the town centre daily, providing a visible, uniformed presence that reassures the public and deters anti-social behaviour. Although the team is currently operating at half strength, full staffing is expected by January 2026, enabling expanded coverage across outer townships such as Maltby, Wath, Dinnington, and Swinton. Despite some early operational challenges, such as technical issues with body-worn video and limited office space, the officers have already made a significant impact. Their intelligence sharing has contributed to police arrests for drug offences, and they have provided welfare support to vulnerable individuals, including escalating a high-risk domestic abuse case for multi-agency intervention. These actions demonstrate the value of the initiative in improving safety, tackling persistent issues like substance misuse and environmental concerns and ensuring collaborative working across services.
P2		Agree a new Community Safety Strategy for 2025-2028.	Quarter 3	Complete	The new Community Safety Strategy for 2025-2028 was endorsed by Cabinet on 15 September 2025 and agreed at Council on 5 November 2025. The Safer Rotherham Partnership has used an evidence-based approach to agree the

					new priorities, drawing on analysis of partnership crime and community safety data and the outcomes of a comprehensive programme of consultation to capture the views of key stakeholders, including people who live, visit or work in Rotherham. The Strategy sets out three key priorities for the Safer Rotherham Partnership including safer neighbourhoods, tackling violence, abuse and exploitation and preventing offending and building resilience.
P3		Develop and consult on tranche 2 Local Neighbourhood and Road Safety programme and have designs ready for delivery.	Quarter 4	Known delays	There are schemes across 12 wards included in tranche 2 of the Local Neighbourhood and Road Safety programme across the borough. The final 3 schemes are not currently in commission with completion of their design expected in Quarter 1 2026/27. Two schemes, Sitwell and Rotherham East, are linked to the larger City Regional Sustainable Transport Settlement (CRSTS) project due to their location.
P4		Tackle hate crime incidents and the driving factors of hate crime through the delivery of education and engagement group and individual sessions: • 600 children and young people to attend group sessions • 55 one to one sessions.	Quarter 4	On Track	The Remedi 'Step Up, Beat Hate' Restorative Hate Crime Project is an important aspect of the Safer Rotherham Partnership's strategy to prevent and address hate crime. Offering one-to-one sessions for young people and adults who are involved in or at risk of perpetrating hate crime, as well as delivering hate crime awareness workshops to youth groups across Rotherham, it aims to support the Partnership's agreed priorities.

					In total during Quarter 1 and Quarter 2, there were nine group sessions, in which 362 children and young people attended: • In Quarter 1, three group sessions (with 59 attendees) took place. • In Quarter 2, six group sessions (with 303 attendees) took place. In total during Quarter 1 and Quarter 2, 57 one to one sessions took place: • In Quarter 1 33 sessions took place. • In Quarter 2: 24 sessions took place.
P5	Creating vibrant communities	Performance measures – see below			
P6					
P7		Delivery of ward plans through ward reports being reported to Council from July 2025, which have been informed by local communities.	Quarter 4	On track	Reports from the following four wards have been presented at Council: • Anston and Woodsetts • Aston and Todwick • Aughton and Swallownest • Boston Castle All ward plans continue to be delivered.
P8		Refresh the Thriving Neighbourhood Strategy which will reflect the Council's continued approach towards working with local communities and the further integration of locality-based services	Quarter 4	Known delays	Work has now started on the refresh of this Strategy and is due to be completed in Quarter 1 2026/27. This delay has arisen from the Assistant Chief Executive vacancy.
P9		Implement Phase 1 of the Our Places Fund by starting work on the Swinton & Maltby schemes.	Quarter 4	Known delays	<u>Swinton</u> The developer has provided designs and costs, which are now being reviewed. Some design changes requested by the Council are

					likely to require planning amendments, which will likely push the start on site to Spring 2026. Discussions are ongoing with the developer to see if the timeline can be brought forward without impacting the planning process. Works to the Reading Garden is mostly completed, subject to seasonal planting. <u>Maltby</u> Stage 4 designs are now complete. Start on site is estimated in Quarter 4 2025/26. Phase 2 of the Our Places Fund includes upgrades to civic centres and cenotaphs. Consultation on these schemes are planned for January 2026, and designs are progressing.
P10		Deliver cultural events in varied locations throughout the borough, including such events as: • Rotherham Show • Signals Festival • Uplift • WoW Rotherham • Christmas Lights' Switch On • Support for ward-based community galas and festivals	Quarter 4	On track	This year's event programme is underway with the following events delivered to date: • WOW Rotherham • Armed Forces Day • Mayor's Parade • UPLIFT Urban Sports Festival • Summer of Play programme across urban skate parks and Town Centre • Support across 15 community-based summer galas and festivals • Rotherham Show • Bonfire Night at Clifton Park • Remembrance Day and Armistice Day commemorations • Christmas Lights' Switch On

					Reclaim the Night Attendance to date is 137,244 Accessibility statements are prepared for all events to ensure inclusivity. See case study below.
P11		Appoint a contractor to undertake Stage 4 designs for the Dinnington High Street regeneration project.	Quarter 3	Complete	The Council is now leading on the Stage 4 designs.
P12		Start work on the demolition of Wath library to make way for new facilities.	Quarter 3	Known delays	Procurement of a contractor for the Pre-Construction Services Agreement (PCSA) stage has been awarded. However, demolition work was not included in this initial agreement, therefore some delay in completing the demolition part of the project is expected. The Council and the contractor are working on a programme to bring the demolition works forward. Disconnections are due to commence in December with demolition due to begin in Quarter 4.
P13		Support communities across the borough through the delivery of the Community Cohesion Grant fund.	Quarter4	On track	The programme of activity is currently being delivered by a range of Council services and external partners. This includes a broad range of activities, bringing different communities together around shared activities and interests.

P14		To invest £300k in community facilities across the borough to sustain and increase the participation, activities and engagement within them. This includes the Black Hut and Oaklea Retreat.	Quarter 4	On track	The Council is carrying out condition surveys on community facilities identified through the Council Capital Programme. Through the process, engagement will take place with the Councils Community Teams to ensure that buildings are invested in to support the longevity and sustainability of the buildings and the activities being undertaken by community groups. Due to the volume of works required at the Black Hut, the phasing of the works will be changed slightly, with the Black Hut due to start in Feb/March 2026 and other buildings within the scheme being brought forward from 2026/27 to 2025/26. The Black Hut work will now be delivered over two financial years.
P15	Better public spaces	Invest £2 million into footway improvements across the borough to deliver 11km of footway repairs.	Quarter 4	On track	The Highway Repair Programme is progressing and will continue throughout 2025/26. To date, £639,162 has been spent, which is 37% of the available budget. This investment will enable the repair of 135 footways across the network. So far, 38 footways have been fully completed, alongside additional patching works on other sections to improve safety and accessibility.
P16		Complete redevelopment works at Rother Valley Country Park.	Quarter 3	Known delays	The site handover was completed in November 2025. However, final completion is expected in March 2026 due to delays with

					the electricity connection with Northern Power Grid. In the interim period, the building will undergo furnishing, decoration and initial socialisation, leading to a soft opening in April 2026.
P17		Complete redevelopment works at Thrybergh Country Park.	Quarter 4	On track	Work began in August 2025 and is scheduled to be completed in December 2025. A soft launch of the redevelopment works is planned for January 2026. See case study below.
P18		Progress the Catcliffe Flood Alleviation Scheme by engaging a delivery partner to progress the design.	Quarter 4	On track	A public meeting took place on 27 March 2025 to update residents and key stakeholders on plans for a flood alleviation scheme aimed at reducing flood risk in Catcliffe and Treeton. The project is expected to be delivered within a three-to-five-year timeframe. Formal appointment of a design and build contractor is anticipated by Quarter 4.
P19		Reach shovel ready status on Whiston Brook, Eel Mires Dyke and Kilnhurst flood alleviation schemes.	Quarter 2	Will not be met	The delivery of these three complex flood alleviation schemes requires access to land owned by third parties. The site investigations and design have been delayed on all three projects due to the requirement to obtain formal approval to carry out site investigation and/or alter existing topography. The Whiston scheme has been prioritised due to greater potential for quicker delivery, and this scheme will meet the specified target.

					The Whiston Brook Flood Alleviation Scheme is progressing at pace. The Cabinet report for land acquisition has been approved, and the contract is expected to be awarded shortly. There are further challenges in relation to wider scheme delivery due to the withdrawal of funding by the Environment Agency along with additional complexities due to the nature of the scheme and varying landowners. Delivery is scheduled to begin in Quarter 4. Complex design work for Eel Mires Dyke is currently underway. Cabinet report for partial land acquisition has been approved. It is estimated to have the pre-construction design complete by the end of Quarter 4. Proposed design work for Kilnhurst Flood Alleviation Scheme is currently being prepared, and the pre-construction design is expected to be completed by Quarter 4.
P20		Establish the additional Roadside Cleaning Team.	Quarter 2	Complete	The Roadside Cleaning Team were established in October 2025, with the rural verge programme commencing in October 2025.
P21		Complete the procurement of all vehicles within the Fleet Replacement Plan.	Quarter 3	Known delays	Some delays in business case approvals and wider implications that has impacted procurement activity being completed in September 2025. Contracts are now anticipated to be in place by February 2026.

P22		Complete the procurement of the Refuse Collection Vehicles.	Quarter 3	On track	Progress continues on the procurement of 16 new refuse collection vehicles. The business case was approved in November 2025, and the project is due to go out to tender in December 2025.
P23a		Performance measures – see below			
P23b					
P23c					
P24					
P25					
P26					
P27	Revitalising the Town Centre	Start work on Riverside Gardens and Corporation St public realm works.	Quarter 1	Complete	Work began on Riverside Gardens and Corporation Street in May 2025.
P28		Complete construction works to the Outdoor Covered Market.	Quarter 4	Known delays	The construction of the outdoor and covered market has been rescheduled and is now expected to be completed by Quarter 1 2026/27. Works are ongoing on site, with the delay attributed to a fire compliance design issue that required an additional two months of unforeseen work.
P29		Complete landscaping works to the pocket park at Snail Yard.	Quarter 3	On track	Work continues on site with completion now estimated in December 2025.
P30		Start works on the first phase of a Health Hub providing health-based services in the town centre.	Quarter 3	Known delays	The full business case and contract arrangements are expected to be completed in December 2025, with work on site scheduled to begin in January 2026. There have been delays in the completion of the design and tender documents, as well as extended negotiations with the contractor.

P31		Complete development of plans to RIBA Stage 1 for the next phase of major housing in the town centre.	Quarter 2	Will not be met	The tender process was delayed to enable the addition of another site. Tender documents have now been released and will close in December 2025. After this stage, there will be a clearer indication of plans and timeline. This will be completed in Quarter 4.
P32		Submit Rotherham's 'Regeneration Plan' in response to the Government's new grant fund 'Plan for Neighbourhoods' (formerly known as Long Term Plan for Towns).	Quarter 3	Complete	The 'Regeneration Plan' was approved at Cabinet on 17 November 2025 and submitted to the Government on the 27 November 2025.

Performance measures

Places are thriving, safe and clean			2024/25 Year End	Target (If Applicable)	Q1 (Apr-Jun)	Q2 (Jul-Sep)	Q3 (Oct-Dec)	Q4 (Jan-Mar)	Year to Date	Progress Update	Rag Rating
Ref	Measure	Good Performance									
P5	Issue 1,000 formal enforcement actions to help address anti-social behaviour in communities.	High	1,124	1,000	210	347			557	In Quarter 2, there have been 347 combined enforcement actions (Community Protection Notice (CPN) and Community Protection Warnings (CPW)). This is a significant increase on the level of enforcement issued in Quarter 1 2025/26 (210). In Quarter 2, Community Protection Notices totalled 50, an increase of 27 compared to Quarter 1 2025/26. In Quarter 2, Community Protection Warnings increased significantly to 297, up from 187 in Quarter 1 and are higher than the same quarter last year (218 in Quarter 2 2024-25).	

										The service needs to be issuing a total of 250 per quarter to remain on target so rated green as the cumulative figure to date is 557. The compliance rate on the initial warning has been increasing recently; this has meant the proportion of Community Protection Warnings to Community Protection Notices has been much lower – which is a positive outcome.	
P6	33 adults to start a residential rehabilitation placements to receive support for drug/alcohol misuse.	High	29	33	0	12			12	To date, there have been 12 admissions, with a further 4 individuals who have a planned admission date for Q3. This indicator is currently below target. However active contract management is ongoing to improve performance. This performance measure relates to ROADS (Rotherham	

										Alcohol and Drugs Service).	
P23a	Maintain the proportion of road network classified as 'green status' (do not require repair): Achieve 80% of the 'principal' road network.	High	80.8%	80%	n/a	81.6%			81.6%	Principal road conditions are reported annually (usually at Quarter 3). Reported in Quarter 2 81.59% of Principal roads classed as green. Quarter 1 data is not available. The year-end figure for 2024/25 was 80.8% and Quarter 2 2024/25 was 81.1%.	
P23b	Achieve 77% of the 'non-principal' road network.	High	78.5%	77%	n/a	80.46%			80.46%	Non-principal road conditions are reported annually (usually at Quarter 3). Reported in Quarter 2 80.46% of Non-Principal roads classed as green. Quarter 1 data is not available.	
P23c	Achieve 65% of the 'unclassified'	High	66.2%	65%	69.07%	69.52%			69.30%	At Quarter 1 69.07% of unclassified roads were rated Green. In Quarter	

	road network.									2 69.52% were rated Green. This is above the target for this measure and above Quarter 1 and Quarter 2 last year.	
P24	Undertake effective enforcement action for fly tipping by issuing a minimum of 60 fixed penalty notices.	High	69	60	16	16			32	There have been 32 Fly-Tipping fixed penalty notices issued so far this year. With an annual target of 60 and an expected quarterly target of 15, the service is above where they should be (assuming a flat profile) to deliver this annual target. There are also prosecutions pending which will likely increase this number.	
P25	Increase the proportion of waste sent for reuse (recycling and composting) to 45%.	High	37.1%	45%	49.43%	45.12%			47.38%	Quarter 2 has seen an overall recycling rate of 45.12%, this is a reduction on Quarter 1 rate of 49.43% but this is an expected seasonal shift. August was particularly low because of the suspension of green bin collections. Green Bin collections have now shifted to a winter collection	

										schedule and collected monthly rather than fortnightly. The Year-to-Date cumulative rate is 47.38%. Note: the data now includes recycling from Household Waste Recycling Centres. Finalised figures are done 3-months in arrears so figures are likely to change and will be updated as / when they are received.	
P26	Plant at least 500 trees across the borough.	High	597	500	n/a	n/a			n/a	Planting season begins in Quarter 3.	

Case studies

Rotherham Show 2025

The region's biggest free cultural festival made a welcome return to Clifton Park on Saturday 6 and Sunday 7 September 2025.

The much-anticipated event attracted around 95,500 show goers from across the region and transformed the park into a vibrant hub of entertainment, with something for all ages to enjoy. The show provided live music, outdoor theatre to circus acts, sports, comedy and fairground rides. Among the many highlights were the return of crowd favourites such as the Strongmen competitions, Companion Dog Show, Vintage Vehicle Display, and a host of roaming performers throughout the park.

The Children's Capital of Culture Area showcased the incredible talents of Rotherham's young people, while the Great Bullzini, the UK's leading high-wire walker, wowed crowds as he took to the skies above Clifton Park.

The Made in Rotherham Horticultural show made a welcome return, as did the laugh out loud chuckle tent, featuring comedy performers from across the UK. In a show first, board game fans had the chance to take part in Rotherham's biggest ever game of snakes and ladders, thanks to a huge land art commission by Yorkshire artist James Brunt.

Organisers said the show is more than just an event, it's a celebration of the community spirit that makes Rotherham special.

Cllr Lynda Marshall, Cabinet Member for Street Scene and Green Spaces, said: *"The Rotherham Show is a true celebration of everything that makes our borough so special - its creativity, diversity, and incredible community spirit. With something for all ages, from live music and theatre to fun workshops and fantastic food, it's the perfect way to spend the weekend with family and friends."*



Developments at Thrybergh and Rother Valley Country Parks

The café upgrade at Thrybergh Country Park is set to be completed in December and will transform the building into a modern lakeside hub with improved indoor and outdoor seating, accessibility, and upgraded facilities. Improvements include a new kitchen, an updated interior, a new outdoor terrace and accessible toilets and entrances. The café will also feature modern design elements that blend with the park's natural surroundings, while visitors with a sweet tooth are in for a treat, as the new café will serve ice cream.

The work at Thrybergh is being funded by a £19.9 million package of investment secured by the Council from the Government's Pathfinder funding, aimed at creating a thriving leisure offer and boosting Rotherham's visitor economy.

Cllr Lynda Marshall, Cabinet Spokesperson for Community Safety and Street Scene, said:

“Thrybergh Country Park is one of our most loved green spaces, and this investment will help it reach its full potential as a welcoming, accessible destination for residents and visitors alike.

“The café refurbishment is just one example of how we're forging ahead and enhancing our local attractions to support wellbeing and Rotherham's growing visitor economy, by creating jobs and encouraging more people to spend time - and money - in our borough.”

In addition to the work at Thrybergh, Rother Valley Country Park is also undergoing a multi-million improvement scheme, marking the first phase of a long-term masterplan to enhance visitor experience. Construction began in late 2024 and is set for completion by March 2026.

Key improvements include:

- A new lakeside café with stunning waterfront views
- Expanded and upgraded parking facilities
- Enhanced play areas for families
- Improved public spaces and event zones

At the heart of the redevelopment is a modern eatery and meeting space overlooking the lake. The café will feature a first-floor events room, new green spaces for outdoor activities, and a dedicated children's play area. Additional landscaped areas will connect the village centre to the water sports hub, creating vibrant spaces for community events. Parking upgrades will ensure better year-round access for visitors, supporting the park's growing popularity. This ambitious project represents the beginning of a wider vision to make Rother Valley Country Park a premier destination for leisure and events.

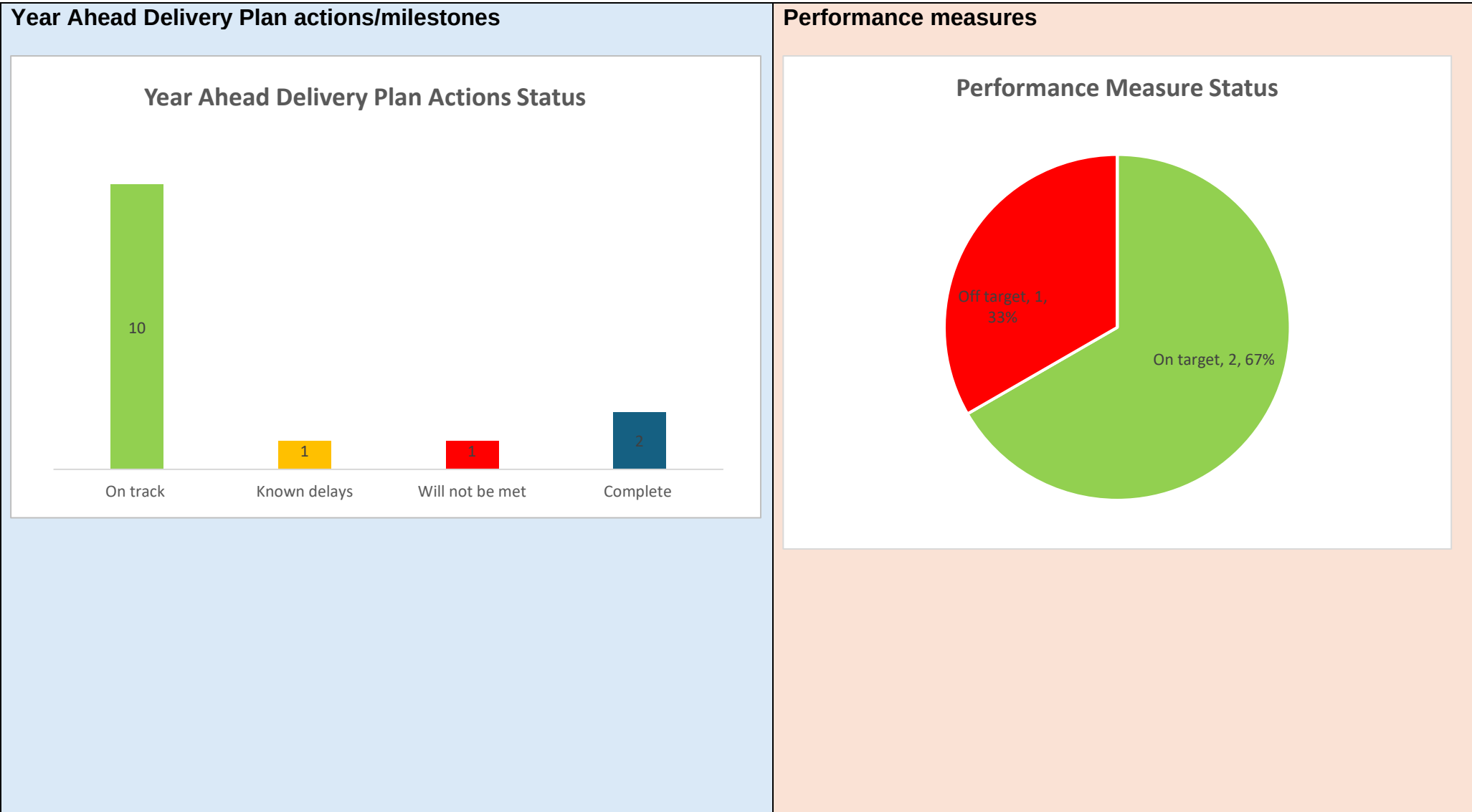


6.2 Outcome: An economy that works for everyone

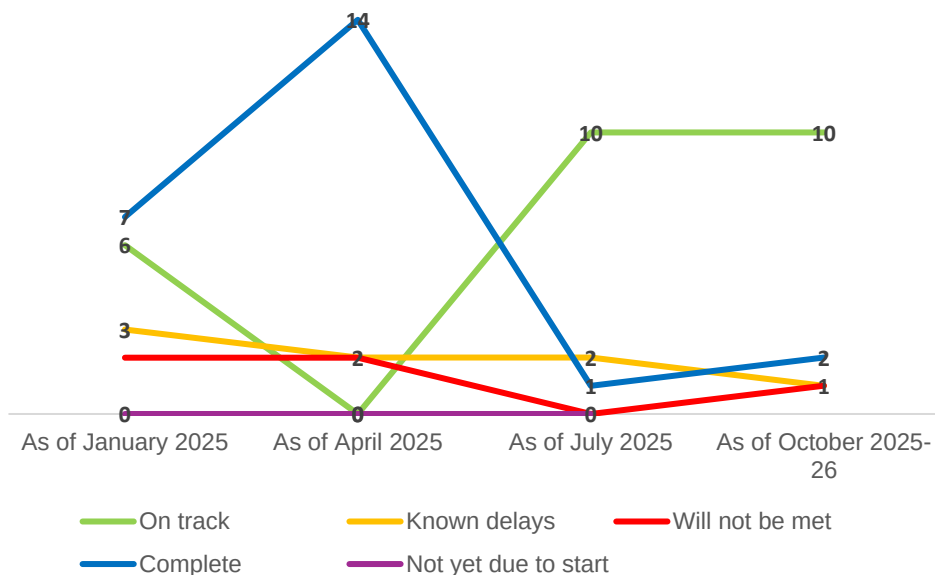
Priorities	The differences you will see
Developing the economy	• South Yorkshire investment zone - £1.2 billion of private funding, 8,000 jobs by 2030. • Package of support and advice that enables business to start, develop and grow. • An increased proportion of Council expenditure going to local businesses and providers.
Enhancing skills	• Support more people into and to progress in work, through dedicated and holistic training initiatives. • Deliver at least 500 new apprenticeships through Rotherham Together Partners by 2028. • Maximise the impact of Rotherham Together Partnership's potential to unlock, deliver and report on a collective potential of £53.5 million of unmeasured social value benefits across the borough.
Connecting people to opportunity	• Progress towards the new mainline station to create an integrated transport network, which will provide access to local, regional and national destinations. • Support the franchising of South Yorkshire's buses by the Mayor, subject to the completion of the statutory process. • Work with South Yorkshire Mayoral Combined Authority (SYMCA) to bring the first demand responsive bus services to Rotherham.

Headlines – evidencing our progress

To provide evidence of delivery of the outcomes and commitments within this theme, there are 14 priority/actions and 3 performance measures contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress:



Year Ahead Delivery Plan Action Trend



Highlights – Achievements and Challenges

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to the priority actions within the Year Ahead Delivery Plan and further details are available within the main body of the report.

An economy that works for everyone

Achievements - Year Ahead Delivery Plan activities that have been completed:

- Implemented an Economic Inactivity Trailblazer to provide a new system of support for economically inactive residents to get back to work in April 2025 (see case study below).
- Completed the delivery of Phase 2 of the Rotherham Together Partnership's Social Value Action Plan.

Challenges - Year Ahead Delivery Plan activities that will not be met within three months of the original target date:

- Beginning construction on the Templeborough Business Zone Project has been delayed until Quarter 1 2026/27 due to extended negotiations leading to delays in stakeholder sign off.

Narrative – the bigger picture

The Council continues to invest in creating an economy that works for everyone, which means focusing on building inclusive economic growth, supporting local businesses, attracting investment and helping residents into employment and training. Good progress has been made during the first half of 2025/26, with a range of initiatives supporting growth, skills, and connectivity.

A raft of measures are helping local businesses, from grants to improve the appearance of shops on high streets – with 17 approved so far and more to follow – to upgrades at three of the Council's business centres. In addition, 48 businesses have been supported to start up and 320 have accessed general advice sessions. Work to deliver the Templeborough Business Zone, which will provide six managed workspace units alongside food and drink outlets, has been delayed and is now expected to start in Quarter 1 2026/27.

Improving skills and employment opportunities remains a priority. Through the Employment Solutions service, 443 people have engaged with support by the end of September, against the annual target of 455. Of these, 93 people have been supported into training and 109 into paid employment. An apprenticeship action plan was approved by partners at the Rotherham Together Partnership CEO group in July, setting out work to increase apprenticeship opportunities across the borough. The Economic Inactivity Trailblazer programme also began in August, providing tailored support to help economically inactive residents re-enter the workforce. This is being delivered through an internal team of employment advisers and 13 voluntary and community sector organisations offering provision in community settings. Phase Two of the Rotherham Together Partnership's Social Value Action Plan launched in June with the first monthly forum bringing together senior stakeholders from partner organisations. However, there have been delays in adopting the Employment and Skills Strategy, which will be considered at Cabinet in December.

Connecting people to opportunity through improved transport infrastructure is another key focus. Several major schemes are on track, including the strategic case for a new mainline station, the business case for Waverley railway station, and the new tram-train stop at Magna, which is due for completion in January. These projects will have a transformative impact, opening up opportunities for local people and attracting investment through significantly improved connectivity. Work also continues on active travel and bus priority proposals under the City Regional Sustainable Transport Settlement, with design work progressing on Fitzwilliam Road and Broom Road informed by community engagement. Alongside this, a programme of work experience, supported internships, apprenticeships, and graduate schemes is being implemented to ensure effective career pathways and succession planning.

Despite some delays, particularly to the Templeborough Business Zone and the adoption of the Employment and Skills Strategy, the Council remains committed to delivering an economy that works for everyone by supporting businesses, enhancing skills and improving connectivity across Rotherham.

1.2 Outcome: An economy that works for everyone					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
E1	Developing the economy	Start construction of the Templeborough Business Zone Project.	Quarter 2	Will not be met	Negotiations on contracts with Magna now completed and Board approval confirmed. Now agreed, stakeholder sign off will still be required which is estimated to take between 3-6 months. The start date for construction is now expected in Quarter 1 2026/27.
E2		Support up to 20 businesses to improve shop units in the town centre and on other principal high streets through the new 'shop units grants' programme.	Quarter 4	On track	17 grants have been approved across the town centre, Dinnington and Maltby. Pipeline of enquires is being managed to ensure equitable distribution of funding across all town centres – the target of 20 businesses supported will be exceeded.
E3		Deliver the programmed upgrades to business centres at Century (Manvers), Fusion (Templeborough) and Matrix (Dinnington) including improvements to internal facilities.	Quarter 4	On track	<u>Century Business Centre</u> Procurement is currently underway, with a provisional start date of November 2025, subject to the outcome of the tender process. <u>Fusion and Matrix Business Centres</u> Tender and quotes are underway. The work will be delivered in phases and is expected to be completed by Quarter 4.
E4		Performance measures: see below			
E5					

E6	Enhancing skills	Adoption of Employment and Skills Strategy.	Quarter 2	Known delays	The Employment and Skills Strategy is now scheduled for Cabinet consideration in December 2025, following a short delay to further develop priorities and actions.
E7		Through the Employment Solutions service, support a minimum of 455 people to access employment, (including training, education, apprenticeships, and paid employment).	Quarter 4	On track	At the end of September 2025, the service had received 905 referrals for support, of which 443 have started the programme (cumulative total). Of these, 93 people have been supported into training and 109 into paid employment during Quarter 1 and Quarter 2.
E8		Develop and implement an apprenticeship action plan that documents the work with partners to develop more apprenticeships across the borough.	Quarter 4	On track	The apprenticeship action plan was approved by partners at the Rotherham Together Partnership CEO group meeting in July. Work towards the action plan continues to take place along with targeted engagement with relevant stakeholders, schools and universities.
E9		Support 25 young people aged 16-25 into paid employment through traineeships and internships as part of the Children's Capital of Culture Programme.	Quarter 3	On track	Funding has been secured from the UK Shared Prosperity Fund to deliver further Children's Capital of Culture traineeships in 2025/26. There are currently 19 young people undertaking paid traineeships across 12 cultural organisations during the Festival Year. The programme as a whole has supported 138 trainees across 22 host organisations since it was first piloted in 2022.
E10		Implement an Economic Inactivity Trailblazer, providing a new system of support to economically inactive residents to re-enter the workforce.	Quarter 1	Complete	Delivery began 1 April 2025. It is being delivered through an internal team of employment advisers, alongside 13 voluntary and community sector organisations to ensure that provisions are embedded in community

					settings. The Employment Solutions team are also working to provide personalised support. By the end of November, 194 residents have been supported through the programme, of which 46 have been supported into work. This equates to a conversion rate of 24%, which is higher than the regional average for this South Yorkshire programme of 21%. See case study below.
E11		Complete delivery of Phase 2 of the Rotherham Together Partnership's Social Value Action Plan.	Quarter 3	Complete	Phase Two began in June 2025 with the first monthly forum, bringing together senior stakeholders from partner organisations. All partners have now engaged in 1-2-1 workshops with consultants from the Social Value Portal. The Chamber of Commerce and Voluntary Action Rotherham, with the support of the Social Value Portal, have each created a framework for their 'connector' roles within social value in Rotherham. The annual Social Value event was held in July 2025, attended by representatives from across the partnerships.
E12		Performance measure: see below			
E13	Connecting people to opportunity	Completion of a Strategic Case in relation to the Rotherham Gateway (Mainline Station) Masterplan.	Quarter 3	On track	Conversations have taken place with South Yorkshire Mayoral Combined Authority colleagues to explore a 'place-based' approach to delivering the masterplan.

					A Programme Business Case has been drafted by the Council and is being prepared for submission in December.
E14		Work with regional partners to support SYMCA in their work to develop the Outline Business Case for the new railway station at Waverley.	Quarter 4	On track	Network Rail is the principal designer for the project, providing design and cost assurance. Northern Rail is also contributing to the development of the business case. Engagement with residents, businesses and members is being planned. Project funding is still to be confirmed following the Government's Spending Review.
E15		Work with regional partners to support SYMCA in their work to construct a new tram-train stop at Magna.	Quarter 4	On track	Construction continues with completion expected in January 2026. Following this, testing, licensing and certification will need to be completed, prior to bringing the stop into public operation.
E16		Consult on draft designs for City Regional Sustainable Transport Settlement active travel and bus priority proposals on Fitzwilliam Road and Broom Road.	Quarter 4	On track	Design work is being progressed, focusing on neighbourhood streets informed by feedback from community engagement.
E17		Develop and deliver a programme of work experience, supported internships, apprenticeships and graduate schemes to ensure effective career pathways and succession planning.	Quarter 2	On track	Programme is implemented and ongoing. Development and review continue. The Council continues to connect with schools, colleges and universities to promote work experience, apprenticeships and graduate opportunities.

Performance measures

An economy that works for everyone			2024/25 Year End	Target (If Applicable)	Q1 (Apr-Jun)	Q2 (Jul-Sep)	Q3 (Oct-Dec)	Q4 (Jan-Mar)	Year to Date	Progress Update	Rag Rating
Ref	Measure	Good Performance									
E4	Help 70 businesses to start up.	High	78	70	23	25			48	The total for this measure (a combination of Business Centre and Launchpad totals) for this quarter is 25. Enquiries for the Launchpad programme are significantly increased from previous years. Moorgate Crofts and Century 2 business centres had a strong summer with increases in occupancy of 5% and 12% respectively.	
E5	Provide advice and support to 500 local businesses.	High	522	500	147	173			320	173 sessions were delivered in quarter 2, an increase on the previous quarter and 39 more than in quarter 2 24/25. Performance to date suggests the annual target will be exceeded.	

E12	Increase the proportion of new starter apprenticeships created within the Council as a percentage of the workforce to 1.5%.	High	0.9%	1.5%	1.11%	1.21%			1.21%	Performance has improved in Quarter 2, continuing an upward trend: the figure was 0.91% at year-end 2024/25 and 0.8% in Quarter 2 24/25. A strategy is being developed to increase the take up of new starter apprenticeships.

Case studies

Local Employment Advisory Forum (LEAF) Jobs and Careers Fair

On 22 October 2025, young people from Rotherham schools and local jobseekers were invited to attend the Local Employment Advisory Forum (LEAF) Jobs and Careers Fair at Magna Science Adventure Centre. Exhibitor stands showcasing a wide variety of local businesses spanned the length of the Great Hall, with engaging and eye-catching visualisations of their industries. Exhibitions included virtual reality headsets, career pong, wheel of fortune, and use of sector specific equipment, such as an x-ray machine. Meanwhile, in an additional room, dragons den workshops took place throughout the morning, giving students the opportunity to ask questions to employees from a variety of local industries.

Overall, LEAF was very popular, with 611 attendees interacting with 59 exhibitor stands. The event included a health and care zone, covering allied healthcare, pathology, and dental and social care services. Another zone consisted of 10 exhibitor stands highlighting career opportunities within Rotherham Council.

To encourage student engagement with the stands, a LEAF treasure trail was provided which included questions to act as 'icebreakers' for students engaging with employers. Positive feedback was received from both exhibitors and visitors, with the event being described as "fantastic", "relevant", "much needed", "helpful", and well organised.



The workshops took a dragon's den format, with the students in the role of the dragons, investigating the careers of the local business volunteers. Described by a careers leader as “engaging” and “extremely well organised”, this format resonated with the students and allowed them to ask questions to a panel of individuals with diverse professional experiences. This feedback is illustrative of the data collected, in which 100% of careers leaders and teachers scored the workshops as being as “excellent” or “very good”.

The workshops were designed taking into consideration ways to encourage the participation of everyone. There was a specific focus on reducing barriers for students with special educational needs and disabilities (SEND). Engagement was encouraged by kickstarting the workshops with an accessible quiz and prize incentives, creating an exciting buzz in the room. Students were encouraged to ask questions, whether by creating their own question, or by reading out the example questions that were placed on chairs to encourage participation. The panel of business volunteers were briefed of the importance of answering questions in a SEND friendly manner. Many students showed enthusiasm to talk to the business volunteers, with some staying behind to ask even more questions after the end of the workshop.

It was of paramount importance that the entire fair was accessible to those with additional needs. The chosen venue was accessible, with no stairs required for access and clear signage. In addition, to remove digital barriers, exhibitors provided hard copies of promotional material and hard copies of the exhibitor list were available on request. Further measures put in place to mitigate potential barriers for SEND students included a quiet room for anyone feeling overstimulated and a sticker system. The sticker system meant that if an attendee required more space or more gentle interpersonal interaction, they could wear a sticker that indicated this to the people running the stalls. This allowed SEND students to interact meaningfully with the stalls without becoming overwhelmed. In feedback collected, LEAF's accessibility was celebrated by visitors, one of whom described it as “inclusive, informative and accessible”.



Pathways 2 Work

Pathways to Work is a new government initiative designed to bring together existing and new employment support services, making them easier for residents to access and navigate. A key feature of the programme is the introduction of a single front door and triage function, ensuring residents are directed to the most appropriate services to meet their needs and maximise their chances of success.

Since its launch in April 2025, the Economic Inactivity Trailblazer (EIT) has supported 194 residents, of which 145 remain active. To date, the programme has successfully supported 46 individuals into employment. A Systems Service Manager and Team Leaders are now in post, leading a team of Pathways to Work Employment Advisors who work alongside the Employment Solutions Team to deliver tailored support. The Economic Inactivity Trailblazer is further supported by the Voluntary, Community, Faith and Social Enterprise (VCFSE) sector, delivering both community-based engagement and personalised support activity, ensuring geographical reach and targeted provision.



Employer activation and collaborative working with Chamber of Commerce leads is actively underway. The team is establishing key employer relationships and leveraging existing employer networks to increase reach and drive awareness, ensuring strong connections between jobseekers and local opportunities. In addition, nine VCFSE organisations are delivering engagement activities for the Trailblazer. Commissioning for personalised support is in progress, alongside planning for employer-led, sector-focused training. Bespoke targeted support is also being developed for groups such as NEET (Not in Education, Employment or Training) individuals, those on probation, and residents facing health-related barriers.

Digital engagement is growing, with 102 pipeline participants now registered on the Enspirio platform. These individuals are meeting with dedicated Employment Advisors to complete onboarding, identify suitable support services, and progress into work.

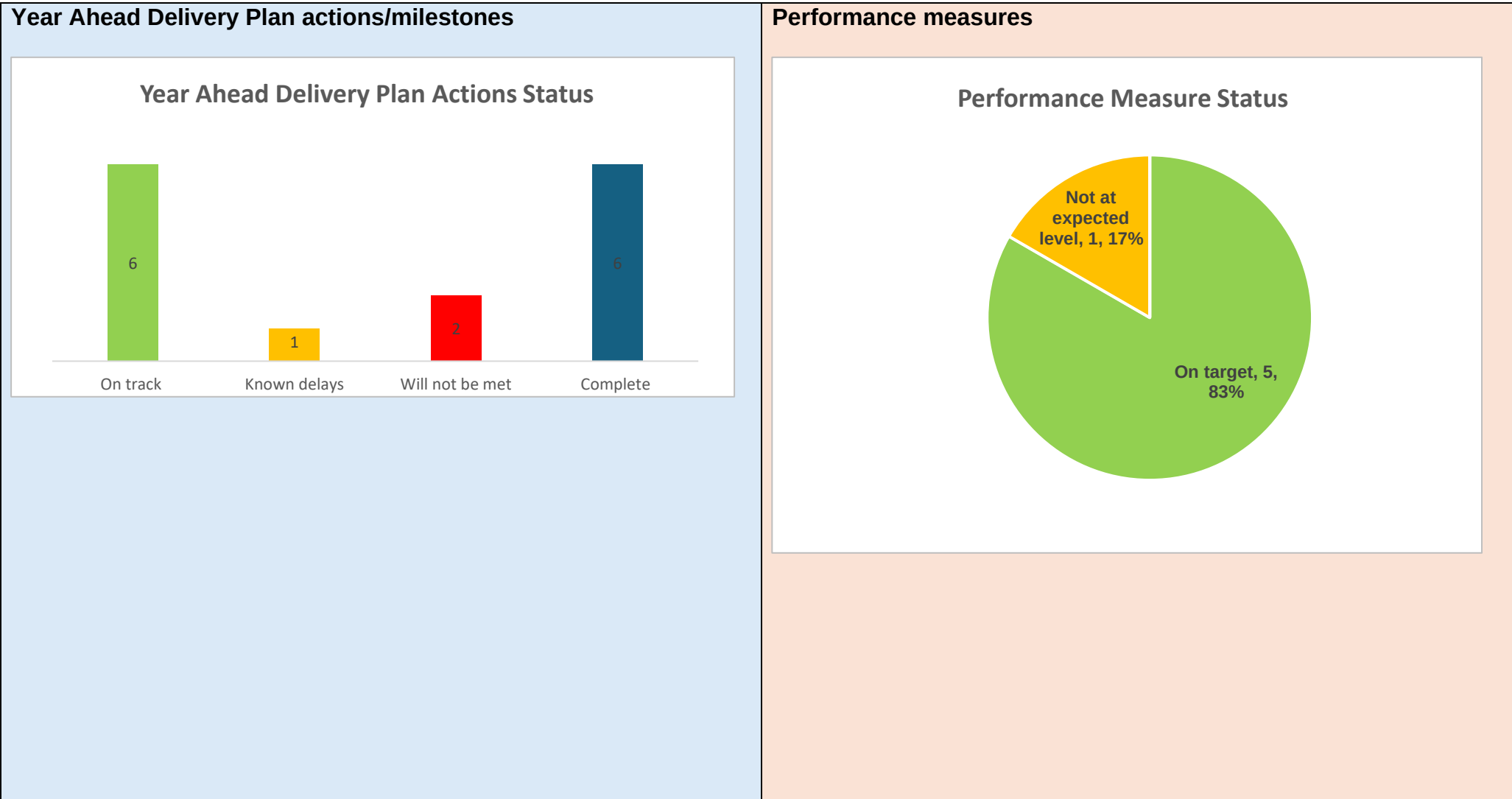
Strong partnerships underpin the programme's success. Collaboration with the Health Growth Accelerator enables two-way referrals for young people seeking employment, while joint working with the Department for Work and Pensions ensures referrals from Jobcentre Plus into Pathways to Work where appropriate. Regular meetings are held to establish efficient working practices and strengthen these relationships.

6.3 Outcome: Children and young people achieve

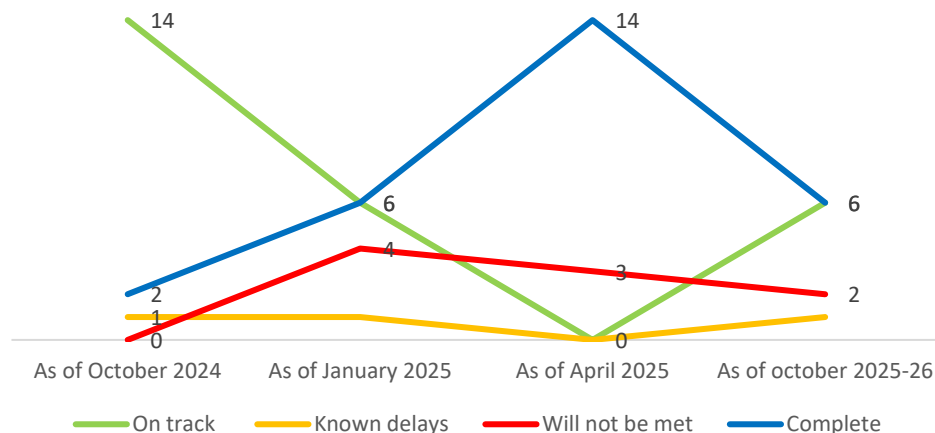
Priorities	How we will get there
Ensuring children and young people have fun things to do	• £1.8 million allocated to improve watersplash facility at Clifton Park and play areas across the borough until 2027. • Work with young people, local partners and external funders to agree a legacy programme for Children's Capital of Culture. • Improve access to youth activities and sessions.
Enabling children and young people to thrive	• Deliver baby packs to Rotherham families to ensure every family has access to essential items from the beginning of the child's life. • Inclusive SEND provision in the borough, including a new SEND hub in the town centre. • Support for young people to achieve their potential (links to the enhancing skills priority, under the enhancing skills priority, under the economy outcome).
Keeping children and young people safe from harm	• Provide five new children's residential homes to make sure children in care and care leavers can stay in the borough. • Strengthened safeguarding arrangements, particularly addressing harms outside the home. • Further support to families to build their resilience and help reduce hardship.

Headlines – evidencing our progress

To provide evidence of delivery of the outcomes and commitments within this theme, there are 12 priority/actions (1 action has 4 parts) and 6 performance measures contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress:



Year Ahead Delivery Plan Action Trend



Highlights – Achievements and Challenges

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to the priority actions within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Children and young people achieve

Achievements - Year Ahead Delivery Plan activities that have been completed:

- Opened the watersplash facility at Clifton Park on 23 July 2025 (see case study below).
- Implemented a new education case management system, which is due to go live in Quarter 2 2026/27 to align with school terms.
- Submitted the registration of a third and fourth two-bedroom residential children's homes to make sure Children in Care and young people can stay in the borough.
- The No Family Left Behind Strategy, which sets out Rotherham's commitment to addressing child poverty, was approved and published in September 2025.

- Building work on the Special Educational Needs and Disability centre at Eric Manns is now complete, the Rotherham Parents Carers Forum are now occupying the building and delivering services within the community.

Challenges - Year Ahead Delivery Plan activities that will not be met within three months of the original target date:

- 19 candidates have received Independent Travel Training or are in the pipeline, it is unlikely that the target of 30 trainees will be met due to delays in sign-off timelines and reduced numbers of staff.
- The submission of a bid to the Football Foundation for a new multi-use games area in the borough is delayed, due to the Round 2 Expression of Interests from the Football Foundation being delayed. Work is ongoing to source alternative funding, however timescales for this are not yet known.

Narrative – the bigger picture

This theme focuses on the ambition for 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.

The Council is determined that children and young people have fun things to do throughout the borough. As part of this, the watersplash facility at Clifton Park has been refurbished and opened to the public on the 23 July 2025. It was designed after consultation with children and their families and opened to coincide with the school holidays. A celebration event was held at the Rotherham Show to celebrate the opening of the new facility, and featured Yorkshire Life Aquatic's 'Splash Mob' performances.

As part of the Children's Playground Programme, improvements to play areas across the borough are underway. The new playground at Chestnut Grove in Dinnington was completed in May 2025, and work on the play area at Rother Valley Country Park is scheduled for completion in January 2026 as part of the wider regeneration of the country park. Alongside this, the play areas at Thrybergh Country Park and Rosehill Park are both planned to be completed in February 2026. The Children's Playground Programme was led by consultation with children, young people and families to ensure that the facilities are fully accessible.

The Children's Capital of Culture programme has also provided opportunities for children and young people across the borough. Over the 2025 festival year, there have been 905 events, which have achieved a combined 259,336 audience engagement and where 58,579 children and young people have had the chance to actively participate in. This includes a variety of activities ranging from lessons in schools and colleges to larger events and festivals in collaboration with local partners. A few examples of this are the House of Fun and WE Wonder with Wentworth Woodhouse, Festival of Stories in partnership with Grimm & Co and Otherham Winter Light Festival with Flux Rotherham. Alongside this major events, the Children's Capital of Culture programme has also supported a wide range of grassroots community events and festivals, alongside

skill development programmes and a diverse in-school creative learning programme that has worked with over 110 Rotherham schools and colleges.

The Council is continuing to provide new residential homes so that more Children in Care and young people in Rotherham can stay in the borough and remain safe from harm. A third two-bedroom home registration was submitted to Ofsted in July 2025, and registration was submitted for a fourth two-bedroom home in March 2025 and opened in August 2025. Work is also continuing to open two further two-bedroom homes, with registration for one due to be submitted to Ofsted in Quarter 1 2026/27 and the capital work on the other to be completed in January 2026 with registration on track to be submitted by Quarter 4 2025/26. These homes will offer some of our most vulnerable children a sustainable, long-term place to live, reducing disruption to their lives and keeping them safe.

On 15 September 2025, Cabinet approved the No Family Left Behind (Rotherham’s commitment to addressing child poverty) Strategy. This strategy champions initiatives and ensures that stakeholders are aligned to prevent, address and reduce child poverty in the borough, improving the experiences of children affected.

The Council continues to ensure that children get the best start in life. This includes the delivery of the Baby Packs scheme to support families with essential items, 100% of eligible Rotherham families that requested a Baby Pack have received a pack in the first half of the year. Work has also been focussing on delivering support sessions to families with children aged 0-5 years in children centres across the borough. At the end of Quarter 2, 1,324 sessions have been delivered to children and their families against a target of over 1900 support sessions meaning that 80.5% of sessions have been delivered in the first half of the year. Activities take place in various community settings to ensure that it is tailored and accessible for families across the borough.

As part of the focus on enabling children and young people to thrive, the Council continues to support all 27 secondary schools and colleges in the borough to enhance their careers provision. A major focus of the work is aimed at the promotion of work experience for all pupils in partnership with South Yorkshire Mayoral Combined Authority. Furthermore, at the end of Quarter 2, 82% of Education, Health and Care Plans (EHCPs) have been issued within 20 weeks to ensure that children with special educational needs receive effective support when needed, this is against a Council Plan target of 73%.

Year Ahead Delivery Plan tracker

6.3 Outcome: Children and young people achieve					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
C1	Ensuring children and young people	Work with children and young people across the borough to	Quarter 3	On track	Across the 2025 festival year, 905 events and activities have been delivered.

	to have fun things to do	deliver events throughout the 2025 Festival Year, celebrating Rotherham becoming the world's first Children's Capital of Culture.			This includes major exhibitions, festivals and events delivered in collaboration with local partners, such as House of Fun and WE Wonder (Wentworth Woodhouse), Festival of Stories (Grimm & Co) and Otherham Winter Light Festival (Flux Rotherham). It also includes a diverse in-school creative learning programme that has worked with over 110 Rotherham schools and colleges. These events have achieved a combined 259,336 audience engagements. In addition, there have been 58,579 active participation from children, young people and adults across events, activities and in school creative learning programmes. The programme also continues to support children and young people from diverse backgrounds across programmes including the Youth Programming Panel, Arts Award accreditation and Volunteering Schemes. See case study below.
C2		Replace the watersplash facility at Clifton Park.	Quarter 2	Complete	The watersplash facility at Clifton Park opened to the public on 23 July 2025 to coincide with the school holidays. A celebration event took place at the Rotherham Show and featured performances. See case study below.

C3		Improve 4 play areas as part of the Children's Playground Programme.	Quarter 4	On track	Chestnut Grove play area in Dinnington was complete in May 2025. The detailed design work at Rother Valley Country Park play area has been complete, with construction expected to begin in January 2026. This has been delayed due to supply chain issues affecting the delivery of equipment. The design work is complete at Thrybergh Country Park play area. Construction is estimated to start in January 2026 and finish in February 2026, following the café redevelopment. Rosehill Park play area is scheduled to be completed in February 2026.
C4		Submit a bid to the Football Foundation in support of a new multi-use games area in the borough.	Quarter 2	Will not be met	The Football Foundation's second round of Expressions of Interest opened later than expected in October 2025, instead of the original date of June 2025. As a result, the scheme will not be delivered during 2025/26. Alternative funding is being sought, however timescales for this are not yet know. Discussions continue with Kimberworth Park Partnership for a small-sided football facility.
C5		Performance measure: see below			
C6	Enable children and young people to thrive	Provide food vouchers to children eligible for free school meals during the school holidays, in line with the	Quarter 4	On track	The provision of food vouchers for those children eligible for free school meals are underway as they are allocated ahead of each school holiday period.

		package of measures agreed through the Household Support Fund.			The final allocation will not be issued until March 2026 ahead of the Easter holidays.
C7		Complete building work on the Special Educational Needs and Disability centre at Eric Manns and hand over to the Rotherham Parents Carers Forum.	Quarter 4	Complete	The building work is now complete, and the Rotherham Parent Carers Forum are now occupying the building and delivering services within the community.
C8		Deliver Independent Travel Training to at least 30 children and young people to increase independence, through the new Home to School Transport Policy.	Quarter 4	Will not be met	The scheme is specifically for children and young people in receipt of home to school transport due to a special educational need. Within the current year 2025/26, 19 young people have either been trained or are in the pipeline. The target of 30 is unlikely to be achieved due to extended sign-off timelines for some trainees alongside the departure of a team member. Resources for enhancing the provision for Independent Travel Training are currently under review and include: • Independent Travel Training Buddy's training hours have been agreed and are processing to try to accelerate training provision. • Links have been established with Rotherham Opportunities College to deliver a joint offer. • Plans for providing classroom sessions in special schools to teach children and young people about road safety, route planning, reading timetables and

					managing money/card payments will commence in Quarter 3. Group Independent Travel Training packages will commence in Quarter 3 with a view to being implemented from April 2026.
C9		Support 27 Rotherham secondary schools and colleges, to enhance their careers provision.	Quarter 4	On track	The project continues to support all 27 schools and colleges in the borough. The next data on Gatsby Benchmarks are due in December 2025, but all schools and colleges in the borough are expected to be on track. The main focus for the current academic year will be the promotion of work experience for all pupils, which is being led by South Yorkshire Mayoral Combined Authority with support from the area teams.
C10		Implement a new education case management system.	Quarter 2	Complete	Following the purchase and successful start to implementation of the new education case management system in September 2025, work is underway on data quality and migrating data. To align with the education calendar the planned go-live date for the new education case management system is Q2 26/27.
C11		Performance measures: see below			
C12					
C13					
C14					
C15					
C16a		Provide the remaining planned children's in-house residential	Quarter 3	Complete	The Registered Manager is now in post. Registration was submitted in July 2025.

	Keeping children and young people safe from harm	homes to meet the needs of Rotherham children in care and help make sure they stay in the borough. a. Submit registration for a third two-bedroom home			
C16b		b. Submit registration for a fourth two-bedroom home .	Quarter 3	Complete	Registration was submitted in March 2025 and the home opened in August 2025.
C16c		c. Submit registration for a fifth two-bedroom home .	Quarter 4	On track	Refurbishment pushed back due to feasibility work being completed on a Department for Education capital bid which could support the refurbishment of the property. Previous delays incurred through planning. Registration is now expected to be submitted in Quarter 4 2025/26 following completion of capital works.
C16d		d. Submit registration for a sixth two-bedroom home .	Quarter 4	Known delays	Following engagement with Ward members and residents, additional due diligence was undertaken, which led to the delay in the submission of a planning application. Planning was submitted and agreed in Quarter 1 2025/26. Registration is now expected to be submitted in Quarter 1 2026/27.
C17		Plan the implementation of the Families First Partnership Programme and the Family Help Strategy; undertake a	Quarter 4	On track	The initial findings of the commissioned needs assessment have been reviewed and is expected to be finalised by December 2025.

		comprehensive needs analysis and revise the threshold document.			A voluntary community sector organisation has been commissioned to support the co-development of some elements of the programme with a key focus on ensuring communities in Rotherham are well represented during the design and delivery of the changes set out in the Department for Education Programme Guidance. Recruitment into the Transformation Programme team continues to progress well. An update on the progress of the Families First Partnership Programme was presented to Cabinet on 17 November 2025.
C18		Publish a No Family Left Behind (<i>Rotherham's Commitment to Addressing Child Poverty</i>) Strategy, championing initiatives and aligning stakeholders to address child poverty.	Quarter 2	Complete	The strategy was approved and published at Cabinet on 15 September 2025.

Performance measures

Children and young people achieve		Good Performance	2024/25 Year End	Target (If Applicable)	Q1 (Apr-Jun)	Q2 (Jul-Sep)	Q3 (Oct-Dec)	Q4 (Jan-Mar)	Year to Date	Progress Update	Rag Rating
Ref	Measure										
C5	Commission the voluntary and community sector to deliver 850+ universal youth work sessions so that young people have access to activities across the borough.	High	1120	850	392	245			637	637 sessions have been delivered in 2025/26 so far with 392 in Quarter 1 and 245 in Quarter 2. The year-end figure for 2024/25 was 1120, with 392 delivered in Quarter 1 and 287 in Quarter 2.	
C11	Deliver 100% of Baby Packs to eligible Rotherham Families who have requested one.	High	n/a	100%	100%	100%			100%	100% of eligible families who have requested a Baby Pack have had a pack delivered in Quarter 1 and Quarter 2.	

C12	Provide health visitor checks to at least 85% of eligible children for their 2-2.5yr checks.	High	91%	85%	92%	92%			92%	92% of eligible children have received their 2-2.5yr checks in Quarter 1 and Quarter 2, the service is on target. Data for 2024/25 is unavailable.	
C13	Continue to deliver high quality services across the Family Hubs network, ensure that at least 90% of families register their children within 6 months of birth.	High	90%	90%	88%	72.1%			80.5%	Quarter 1 - 658 of 748 - 88.0% of babies born between 1st October 2024 and 31st December 2024 were registered with a Family Hub within 6 months of birth. Quarter 2 - 482 of 669 – 72.1% of babies born between 1st January 2025 and 31st March 2025 were registered with a Family Hub within 6 months of birth. Quarter 1 and Quarter 2 cumulative figure - 1140 of 1417 – 80.5% of babies born between 1st October 2024 and 31st March 2025 were registered with a Family	

										Hub within 6 months of birth. A further 47 babies have been registered after 6 months of birth, therefore 83.8% of babies born on or after 1st October 2024 are now registered with a Family Hub. The year-end figure for 2024/25 was 90%. Current performance has been affected by some families refusing to register and/or moving out of the area. Work with health and midwifery teams is planned to engage expectant parents at the earliest opportunity.	
C14	Children's Centres to deliver 1900+ support sessions to families with children aged 0-5 years.	High	N/A	1900	729	595			1,324	1,324 (729 in Quarter 1, 595 in Quarter 2) sessions have been delivered to children aged 0-5 and their families. This is on target with 80.5% having already been delivered for the year.	

C15	Issue 73% of Education, Health and Care Plans within 20 weeks ensuring children receive effective support when needed.	High	72.7%	73%	81%	78.4%			81.3%	In Quarter 1, 81% of Education, Health and Care Plans were issued within the 20-week limit. In Quarter 2, 78.4% of Education, Health and Care Plans were issued within the 20-week limit. Within the calendar year, 81.3% of Education, Health and Care Plans were issued within the 20-week limit, above the 73% annual target for 2025/26. Note: This performance measure is reported from the 1 January to the 31 December in line with Department for Education reporting.	

Case studies

Children's Capital of Culture

Across the first ten months of delivery the Children's Capital of Culture programme has delivered 905 events and activities. These have achieved a combined 259,336 audience engagements. In addition, there have been 58,579 active participations from children, young people and adults across events, activities and in school creative learning programmes. Some of these events and activities are outlined below.

Rotherham Schools Baton Relay

On 2 July 2025, British Olympic champion and South Yorkshire's Active Travel Commissioner, Ed Clancy OBE, made a star appearance at Rotherham's Festival of Sport to conclude the first ever Rotherham Schools Baton Relay. This exciting initiative was a collaboration between Children's Capital of Culture, Yorkshire Sport Foundation, and the Rotherham School Games Team. 82 primary and secondary schools took part in a borough-wide relay to celebrate Rotherham's landmark year as the world's first Children's Capital of Culture. In total, 328 pupils have run and walked over 100 miles between each school to hand over the esteemed baton, designed by pupils from Brinsworth Manor Junior School. For the final leg, pupils from Herringthorpe Junior School journeyed to Herringthorpe Stadium to hand the baton over to Olympian Ed Clancy as a conclusion to the race.

Ed Clancy said: *"It's been great to see so many schools come together for the Baton Relay. Bringing energy, teamwork, and community to every mile - it's a perfect example of how, by moving more and differently, kids can be inspired to get outdoors, get active, build confidence, and have fun. I'm honoured to be part of the finale, and to celebrate healthier, happier habits as part of Rotherham's year as Children's Capital of Culture."*

Plug In and Play

During October 2025 half term talented children at Rosehill Primary School in Rawmarsh and Craggs Community School in Maltby created two interactive games for Plug In & Play, the festival of gaming. Designed and delivered by Children's Capital of Culture in collaboration with the National Videogame Museum, Plug In & Play is a series of real-life video game adventures which took place across the borough from 27 to 31



October 2025. Pupils aged 7 to 11 from both schools helped to design the Halloween-themed games, alongside gaming experts from the National Videogame Museum.

David Hayward and Alex Johansson, creative producers for Plug In & Play, said: *“It’s been brilliant working with the children from both schools, their imagination and creativity have blown us away. We know Games Trail visitors are going to enjoy Craggs Community School’s Rock, Paper, Wizards game where they can create their own colour coded LED spells and see them magically light up the room. Rosehill Junior School’s game about feeding sweets to Count Snackula and his monster friends is lots of fun, too.”*

Replay Festival

The Replay Festival, a new film, photography, and media festival created by and for children and young people in Rotherham, made its debut with a red-carpet premiere at Arc Cinema on Monday 10 November 2025. Part of the creative learning programme for Children's Capital of Culture, Replay features film and media made by local children and young people alongside some of the world’s best short films made for young audiences. The six-day festival, in which 1,000 children and young people participated, took place at venues across Rotherham including local schools, the Arc Cinema, Wentworth Woodhouse and in ROAR’s Garage Gallery and ran until 15th November.

Other celebrations

Pupils at High Greave Infant School gave their school grounds a vibrant new look with a 30-foot mural celebrating Rotherham’s status as the world’s first Children’s Capital of Culture. Working alongside artist and illustrator Imogen Joyce, the children helped design and create the giant artwork, which now welcomes visitors at the school entrance. The mural was officially unveiled at a special celebration event on Tuesday 4 November.

Clifton Park Watersplash

Clifton Park celebrated summer in style with the reopening of its much-loved water splash area freshly upgraded through a £900,000 transformation.

The reopening came just weeks after the park proudly retained its Green Flag status for the 15th consecutive year and was also awarded the Green Heritage award, recognising its Victorian roots and ongoing excellence.

The newly revamped splash zone, funded by the Council and delivered by contractor Ustigate, now features improved safety standards, modern interactive play equipment and greater accessibility for children of all ages and abilities. With sustainability at its heart, the site also includes a more efficient water system that helps reduce waste and promote responsible use.

The water splash area, supervised by park staff, opened daily from 11am to 5pm, throughout the summer.

Originally created in 2008 as part of a Heritage Lottery Funded project, the water splash park has been a firm favourite among children and families for the last 15 years. However, because of its popularity, wear and tear started to have an impact.

Following extensive public consultation with park visitors, local schools, special educational needs and disabilities (SEND) groups and other stakeholders, the facility has been transformed into a modern, accessible, and inclusive play space that will serve the community for years to come. This is another example of how Rotherham is forging ahead investing in facilities that matter to local people and creating spaces where families can spend quality time together.

Cllr Victoria Cusworth, Deputy Leader and Cabinet Member for Children and Young People at Rotherham Council, said: *“We’re thrilled that the new and improved water splash area at Clifton Park is now open, giving families the opportunity to enjoy a free outdoor activity this summer. “The redevelopment of the water splash area is about giving our children the vibrant, engaging, and accessible outdoor spaces they deserve. We know how much families love this facility, and we’ve listened - replacing outdated equipment and transforming the area into a modern, inclusive space that promotes play and wellbeing.*

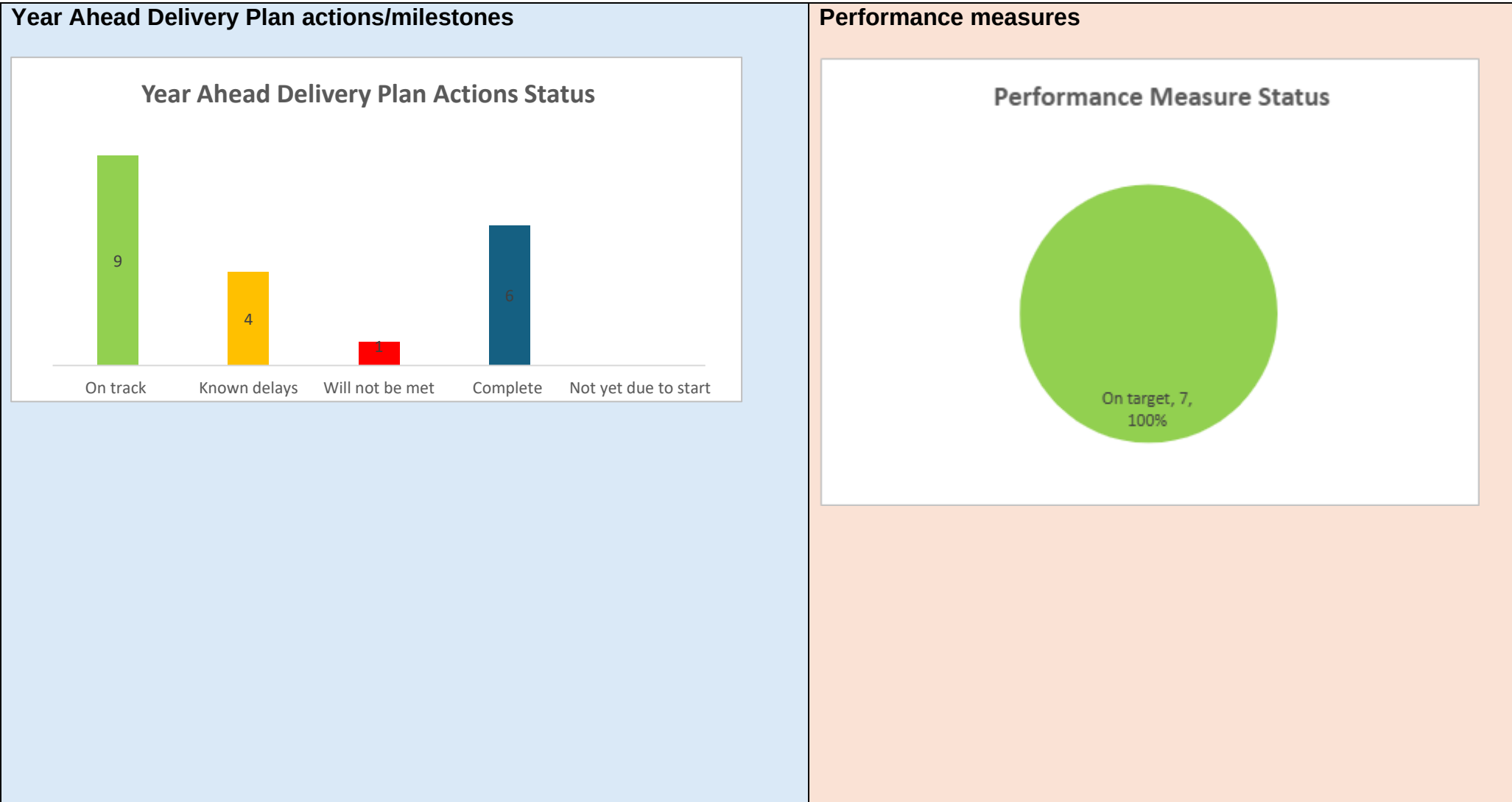


6.4 Outcome: Residents live well

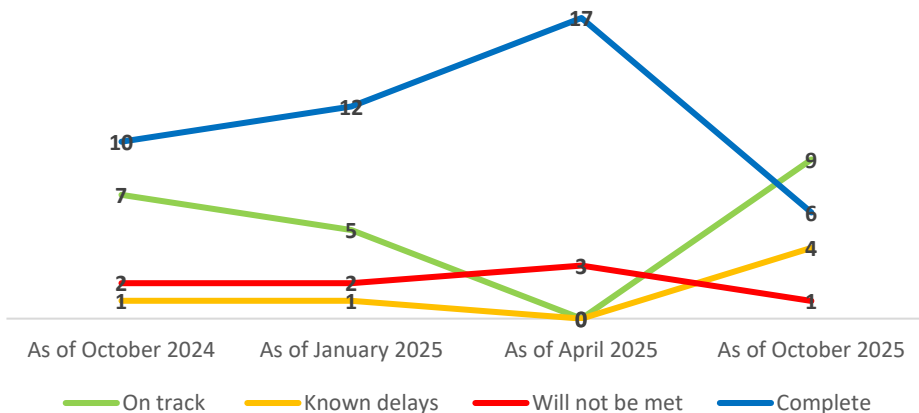
Priorities	The differences you will see
Better physical and mental wellbeing	• Offer 8,500 NHS health checks a year to people aged 40-74 to stop conditions earlier. • Work with local communities embed physical activities into daily lives. • Improved health provision in the town centre.
Assisting people to live independent, safe and well.	• Increase in the use of assistive technology and preventative support to maximise independence and delay the need for long-term social care support. • Castle View day centre will open in 2026, enabling adults with complex needs to maintain their independence and providing respite to carers. • Continue support to residents with the high cost of living, including with food sustainability.
Good quality, affordable homes for all.	• Committed to providing 1,000 new council homes by 2027, alongside improving the quality of existing Council homes. • Improving prevention outcomes for those at risk of homelessness and reducing use of emergency hotel accommodation. • Work with developers to facilitate delivery of good quality and affordable homes.

Headlines – evidencing our progress

To provide evidence of delivery of the outcomes and commitments within this theme, there are 13 priority/actions (1 action has multiple parts) and 7 performance measures contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress:



Year Ahead Delivery Plan Action Trend



Highlights – Achievements and Challenges

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to the priority actions within the Year Ahead Delivery Plan and further details are available within the main body of the report.

Residents live well

Achievements - Year Ahead Delivery Plan activities that have been completed:

- Launched a specialised support service in April 2025 for people who have attempted suicide.
- Launched a new technology service that provides a broader range of equipment to enable people to remain living at home for as long as possible in April 2025.
- Groundworks for the new homes, through the Housing Growth Programme, began in June 2025 at West Melton and in September 2025 at Maltby (see case study below).
- Developed proposals in relation to Selective Licensing, which seek to protect private tenants, support landlords and improve housing conditions within the Borough, approved at Cabinet in September 2025.

- Agreed a new Housing Allocations Policy at Cabinet in September 2025.

Challenges - Year Ahead Delivery Plan activities that will not be met within three months of the original target date:

- The Rothercare analogue to digital switchover for 5,000 residents is delayed due to the original provider no longer being financially viable and therefore ceasing trading. The swap outs are now being undertaken by Rothercare and Mediquip and are on track to be completed by the end of May 2026.

Narrative – the bigger picture

The residents live well theme focusses on the priorities of ensuring better physical and mental wellbeing, assisting people to live independently, safely and well and providing good quality, affordable homes for all Rotherham residents. The progress that has been made towards delivering these priorities is detailed below.

To ensure better physical and mental wellbeing for Rotherham residents an Active Hub has been established and has accepted referrals since July 2025. Meanwhile a specialised support service was launched in April 2025 for people who have attempted suicide and this service is now accepting referrals.

There are a series of programmes in place to assist people to live independently, safe and well. A new technology service was launched in April that provides a broader range of equipment to enable people to live at home for longer. Delivery of the Learning Disability Strategy priorities are also underway with additional external funding received to support more people into work, work experience or volunteering. Delivery of the Rothercare analogue to digital switchover has been delayed until Quarter 1 2026/27 due to the initial provider ceasing trading. The remaining units are now being completed by Rothercare and Mediquip.

The building work for Castle View Day Service is expected to be delayed until Quarter 1 2026/27 due to a new requirement from Northern Power Grid. This is also impacting the delivery of the Council new build properties at Warden Street, which will provide 13 new properties that are now due to be completed in Quarter 4 2025/26.

As part of the commitment to good quality homes for all, the Council has started the groundwork on new homes at both West Melton and Maltby in June and September 2025 respectively. The new build projects at Albert Street and Princess Street, and the Former Ship Inn site in Swinton

are on track to be delivered by Quarter 3 2025/26. The start on groundwork on new homes at Eastwood and Wath are experiencing known delays with the Wath project likely to start in Quarter 4 2025/26, this is due to ecological and planning requirements.

The delivery of 75 new Council homes through acquisition is on track to be delivered by Quarter 4 2025/26, with 40 homes having been delivered so far. Currently, 16 long-term empty homes have been brought back into use through Council support, the target of 30 is on track to be met by Quarter 4 2025/26.

Proposals regarding Selective Licensing to protect private tenants and landlords, were approved by Cabinet in October 2025 and the scheme will commence in February 2026 after a mandated 3-month period. A new Housing Allocations Strategy was agreed at Cabinet in September 2025 and went live in December 2025.

The completion of 6,000 full stock condition surveys has been delayed due to survey quality issues, as of Quarter 2, 2,726 surveys have been completed. Mechanisms to accelerate the delivery of the programme are being explored, whilst ensuring that effective quality assurance is maintained.

6.4 Outcome: Residents live well

Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
R1	Better physical and mental wellbeing	Commission an Active Hub to establish referral support for people with long-term health conditions to access physical activity opportunities.	Quarter 3	On Track	Active Hub (Every Move Counts) has been commissioned and is being delivered by Rotherham Connect Healthcare CIC. The programme continues to have a phased roll out with patients supported by health coaches to access physical activity opportunities. From October 2025, people with long term health conditions who are inactive can be referred on to the service.
R2		Launch a specialised support service for people who have attempted suicide.	Quarter 1	Complete	The specialised support for people who have attempted suicide launched in April 2025 and is accepting referrals. See case study below.
R3		Performance measures: see below			
R4					
R5	Assisting people to live independent, safe and well	Complete the building work for Castle View Day Service which will provide new day opportunities for people with high support needs.	Quarter 4	Known delays	Programme Board is in place to oversee the governance of Castle View. A planned approach to stakeholder engagement is in place and events are taking place on a regular basis. Delivery may extend into Quarter 1 2026/27 due to a new requirement introduced by Northern Power Grid, which has caused significant delays to property completions and handovers.

R6		Deliver the Rothercare analogue to digital switchover for over 5,000 residents.	Quarter 3	Will not be met	A total of 667 units remain in scope for swap out at Quarter 2 and are now being completed by Rothercare and Mediquip (reduced from 844 at Quarter 1). The swap outs are on track to be completed by Quarter 1 2026/27. The delay is due to the original provider no longer being financially viable and having ceased trading
R7		Launch a new technology service that will provide a broader range of equipment to enable people to remaining living at home for as long as possible.	Quarter 1	Complete	New Technology Offer went live on 1 April 2025. Rothercare are now working in collaboration with Mediquip to deliver a wider range of equipment.
R8		Agree an updated Domestic Abuse Strategy to continue to improve the support available to victims and the actions taken to address perpetrators of violence and abuse.	Quarter 4	On track	The Domestic Abuse Strategy is due to be presented at Cabinet in January 2026. Consultation has taken place with partners and members of domestic abuse groups, and a needs assessment has been undertaken to inform the Strategy.
R9		Deliver the Learning Disability Strategy priorities for 2025, which will include a new transition pathway for young people preparing for adulthood, increasing the number of young people accessing employment opportunities and embedding the voice of the young person in their care and support journey.	Quarter 4	On track	Additional funding has been received to expand the Supported Employment Team to support more people into jobs, work experience or volunteering. Internships have increased from 26 in the 2023/24 academic year to 46 in 2024/25. This is due to linking officers into education providers to improve the independent life skills offer.

					A revised Care Act assessment is now being used for young adults, which takes account the Preparing for Adulthood (PFA) best practice principles.
R10		Deliver the Council's Local Council Tax Support Top Up scheme, providing up to £126 to working households in receipt of council tax support.	Quarter 4	On track	The scheme is up and running with the discount already applied to all Council Tax Support claimants. The scheme is kept live during the year as claimants can move in and out of eligibility and new claimants may come forward during the year as their circumstances change.
R11		Performance measures: see below			
R12					
R13	Good quality, affordable homes for all	Continue the delivery of our ambitious Council Homes Delivery Programme: Complete the Council new build project at Warden Street, Canklow.	Quarter 3	Known delays	The project is now expected to be completed in Quarter 4 2025/26. The delay is due to a new requirement introduced by Northern Power Grid, which has caused significant delays to property completions and handovers.
R14a		Complete the Council new build project at Albert Road and Princess Street.	Quarter 3	On track	Work continues to progress on schedule.
R14b		Complete the Council new build project at the Former Ship Inn Site, Swinton.	Quarter 3	On track	Work continues to progress on schedule.
R14c		Start groundwork on new homes at Maltby.	Quarter 2	Complete	Groundworks on these new homes has started. A spade in the ground event was held on 26 September 2025.
R14d		Start groundwork on new homes at Eastwood.	Quarter 4	On track	Work continues to progress on schedule. While there are some known risk requiring careful

					management, these are not expected to affect a start on site in Quarter 4.
R14e		Start groundwork on new homes at Wath.	Quarter 3	Known delays	Work on site is now expected to begin in Quarter 4, following delays caused by ecological and planning requirements. The Denman Road site borders greenbelt land, which requires further ecological surveys. The bat activity survey is done in 3 parts, the final part cannot be completed until after the 1st of October. Planning decisions cannot be made whilst ecological surveys (bat activity survey) are outstanding.
R14f		Start groundwork on former Albert Club, West Melton.	Quarter 1	Complete	Scheme started on site in June 2025.
R14g		Deliver 75 new Council homes through acquisition either from private sector housebuilders (through planning obligations) or direct from the open market.	Quarter 4	On track	At the end of Quarter 2, 40 Council homes have been delivered – 21 in Quarter 1 and 19 in Quarter 2. These homes were acquired from private sector housebuilders (through planning obligations) or direct from the open market.
R14h		Bring at least 30 long term empty homes back into use through Council support.	Quarter 4	On track	A total of 16 long term empty properties have been bought back into use throughout Quarter 1 and Quarter 2 2025/26.
R15		Develop proposals in relation to Selective Licensing which seek to protect private tenants, support landlords and improve housing conditions within the Borough.	Quarter 2	Complete	The Cabinet approved the Selective Licensing Report on 20 October 2025, which included consultation feedback and recommendations to move forward with additional designations. This decision was reviewed by the Overview and Scrutiny Management Board (OSMB), which confirmed the Cabinet's decision. This action is now complete.

					There is now a mandated 3-month period before the scheme can commence, it is anticipated that the schemes will commence in February 2026.
R16		Agree a new Housing Allocations Policy.	Quarter 3	Complete	Cabinet agreed the new Housing Allocations Policy on 15 September 2025. The Policy went live on 1 December 2025. An Implementation Plan is in place to support this and the management of IT changes alongside resident communication.
R17		Complete full stock condition surveys to 6,000 properties.	Quarter 4	Known delays	As at the end of Quarter 2, 2,726 surveys have been completed. This is delayed due to quality issues within the surveys. Work is underway to explore ways of accelerating the programme whilst also maintaining quality assurance.
R18		Performance measure: see below			
R19					
R20					

Performance measures

	Residents live well										
Ref	Measure	Good Performance	2024/25 Year End	Target (If Applicable)	Q1 (Apr-Jun)	Q2 (Jul-Sep)	Q3 (Oct-Dec)	Q4 (Jan-Mar)	Year to Date	Progress Update	Rag Rating
R3	Provide 8,500 NHS Health Checks for Rotherham Residents.	High	7673	8,500	2,325	1,950			4,275	A total of 4,275 Health Checks has been delivered to Rotherham residents throughout Quarter 1 and Quarter 2 2025/26.	
R4	Support the Rotherham Ambition for a Smoke Free Rotherham by supporting 1,000 Rotherham residents to set a Quit Date.	High	1,176	1,000	270	402			672	A total of 672 Rotherham residents have been supported to set a quit date in Quarter 1 and Quarter 2 2025/26.	

R11	Ensure that a minimum of 70% of Domestic Abuse referrals are actively engaged in any support offered.	High	n/a	>70%	74%	85%			85%	The number of referrals in Quarter 2 remains high at 907, though 77 lower than Quarter 1 2025/26. Using the new methodology the engagement rate is 85%, 15% higher than the target and 11% higher than Quarter 1 2025/26.	
R12	Increase the proportion of new claims for Housing Benefits and Council Tax Support are dealt with within 14 days of receipt of all necessary information to 98%.	High	98.4%	98%		98.4 %			98.40 %	The service is working towards ensuring 98% or more claims for Housing Benefits and Council Tax Support are being dealt with within 14 days of receipt of all necessary information. At present that rate is 98.40%.	

R18	Expand the Council's temporary accommodation portfolio to at least 173 homes	High	160	173	167	173			173	Achieved, as at the end of Quarter 2 the portfolio consisted of 173 properties. An increase from 167 properties in Quarter 1. Homes for use as Temporary accommodation have been identified across the borough. These meet the short-term needs of a diverse range of different households in terms of property types, location and number of bedrooms.	
R19	Maintain the proportion of council housing repairs completed 'Right 1st time' to achieve at least 93%.	High	94.5%	>93%	95.2 %	94.4 %			94.8%	The current performance for 'right 1st time' is 94.4%. Performance in Quarter 1 2025/26 was 95.2% Approval has been gained for a triage team to assess individuals' needs within the customer contact centre; a full business case is now being progressed.	

R20	50% of council homes to have an EPC C energy performance rating.	High	58%	50%	59.2 %	60.6 %			60.6%	As at the end of September 2025, the proportion of council housing with an Energy Performance Certificate (EPC) rated C and above is 60.6%. A programme is being developed to deliver the warmer homes funding to improve energy efficiency of circa 1100 properties over the next three years.	

Case studies

Vista Project – Practical support and resilience building for individuals recovering from a suicide crisis

The Vista Project was established to deliver practical, person-centred support for individuals emerging from crisis following a suicide attempt or severe suicidal ideation. The immediate post-crisis period is recognised as one of heightened vulnerability, where individuals often require structured yet compassionate support to aid recovery. Vista bridges the gap between emergency intervention and longer-term stability by offering short-term, holistic support that focuses on resilience building, emotional regulation, and reconnection with community and purpose.

Since April 2025, the Vista Project has worked with individuals referred by crisis and Hospital Liaison at Rotherham Doncaster and South Humber NHS Foundation Trust, offering up to eight sessions of one-to-one support. Each session is flexible and person-led, providing a safe, non-judgmental environment where service users can reflect, process emotions, and rebuild confidence. Advisors work collaboratively with participants to identify goals, enhance coping mechanisms, and strengthen communication and problem-solving skills. A key element of the intervention is the emphasis on empathy, active listening, and acceptance; helping individuals feel heard and understood while modelling the kind of compassionate dialogue they can apply in their own relationships.

The Recovery Star model is used throughout the intervention to assess progress across ten outcome areas:

- Managing mental health
- Physical health
- Living skills
- Friends and community
- Use of time
- Relationships
- Addictive behaviours
- Home
- Identity and self-esteem
- Trust and hope

Each participant completes a baseline Recovery Star at the outset of support, with advisors providing additional guidance and signposting to specialist organisations as needed. A follow-up Star at the end of the programme captures progress and identifies areas for continued development.

Participant feedback has consistently highlighted the significant impact of Vista's support on post-crisis recovery. One service user reflected: *"My advisor was chill, understanding, and genuinely introspective. He listened well and took the time to fully understand my circumstances without rushing or generalising. His ability to hold space and connect empathetically made it easier for me to open up. That kind of presence is invaluable for post-crisis."*

At three-month follow-up reviews, participants continued to demonstrate sustained improvements in emotional resilience, communication, and relationship stability. Many also reported a marked reduction in feelings of isolation and increased engagement in community or volunteer activities, contributing to a renewed sense of purpose and belonging.

Quantitative outcomes show that:

- 100% of service users demonstrated measurable progress in at least three outcome areas.
- On average, service users reported improvement in five out of ten Recovery Star domains after eight sessions.

The Vista Project is committed to inclusive practice and ensures that support is accessible to individuals across all protected characteristics outlined in the *Equality Act 2010*. Advisors receive training in cultural competence and trauma-informed care to ensure interventions are responsive to diverse needs.

Sessions are adapted to accommodate individual circumstances, including language barriers, neurodiversity, disability, gender identity, and cultural context. The service works closely with community partners to ensure equitable access to referrals and to reduce systemic barriers that might prevent individuals from engaging with support.

Building on early successes, the Vista Project will continue to develop and expand its reach through extended funding and enhanced collaboration with NHS crisis services, local charities, and community organisations.

Planned developments for the next phase include:

- Establishing peer support groups to build ongoing connection and shared recovery.
- Developing a volunteer pathway for former service users who wish to use their lived experience to support others.
- Strengthening data collection to further demonstrate outcomes and impact at both individual and community levels.

By combining practical assistance with compassionate, relationship-based support, the Vista Project continues to make a meaningful difference in the lives of people recovering from suicidal crisis, helping them not only to survive but to rebuild resilience, confidence, and connection.

New Council Homes

Council housing has been diminishing since the “right to buy” legislation was introduced, allowing tenants to purchase homes with substantial discounts without giving the local authorities the means to replace them.

This has led to long waiting lists for local authority properties and Rotherham Council set out to address this, setting a target of delivering 1,000 new homes by summer 2027.

The Council is celebrating a key milestone in its pledge to deliver 1,000 council homes for local people— when they recently received the keys to its 700th property.

The Council has delivered hundreds of high-quality affordable homes, including homes for council rent and shared ownership, since January 2018 either by building new homes, or through gaining properties from a range of sources, including private developers and the open market.

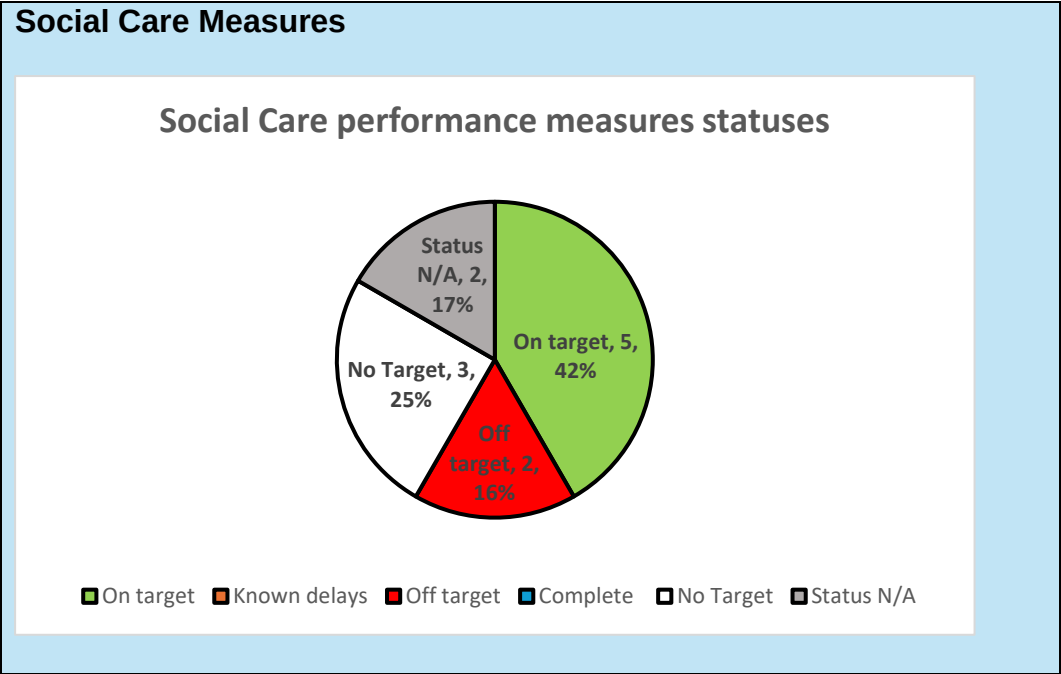
The 730th milestone property was built by Harron Homes at its Laughton Gate development in Dinnington and is part of three homes that will soon be available for shared ownership.



As at the 30th November, 742 homes have now been delivered. Current forecasts indicate that the service is likely to deliver our milestone 750th home before Christmas.

Social Care Measures

This new set of 12 measures will reflect how effectively the Council is delivering services that support vulnerable children and adults, including those in residential care and carers. They focus on key areas such as independence, access to support, and safeguarding, and will be used to track progress and drive improvement across social care services.



	Social Care Measures				Q1 (Apr-Jun)	Q2 (Jul-Sep)	Q3 (Oct-Dec)	Q4 (Jan-Mar)	Year to Date		
Ref	Measure	Good Performance	2024/25 Year End	Target (If Applicable)						Progress Update	Rag Rating
SC1	Proportion of adults with social care support, remaining at home.	High	72.78% (2821)	N/A	72.6% (2869)	72.5% (2874)			72.5% (2874)	72.5% (2874) adults receiving social care support in their home from service remains stable at the end of Quarter 2.	
SC2	Number of new admissions to residential care homes for older people as a rate per 100K population.	Low (in line with Peers)	581.40	616.02	171.7	216.5			388.3	Rotherham Council's 2025/26 Better Care Fund (BCF) official target is "To reduce the number of older people, admitted to residential care, to a population rate of 616.02". This equates to 330 admissions over the year. 116 new admissions of older people into	

SC3	Number of new admissions to residential care homes for older people.	Low (in line with Peers)	327	330	92	116			208	residential care, 34 over the BCF quarter 2 target of 82. 216.54 per 100,000k population rate new admissions of older people into residential care, much greater than the BCF quarter 2 target of 153.07. There is an expectation that the target will be challenging, a variety of initiatives are currently being undertaken to impact on this. These include working with health on a project to reduce short term placements in care homes, which can translate into long term stays, enhancing our enablement offer and bolstering our reporting review and audit work to ensure we can strategically target our resources towards outcomes that maximise independence. <i>*Activity and outturn data is subject to amendments</i>

										<i>and additional system recording with revised admissions totals for each month.</i>	
SC4	Proportion of Adults who were enabled to be independent after short term at home support.	High	90.60%	90%	91.7%	93.1%			92.4%	93.1% of adults who were enabled to be independent after short term support in their home at quarter 2, a rise of 1.4% compared to quarter 1 figure of 91.7%, and remaining on track to achieve above the year-end target of 90%.	
SC5	Proportion of carers who find it easy to find information about support.	Better than National Average	n/a	Better than National Average	n/a	n/a			n/a	This indicator is reported from the Survey of Adult Carers in England (SACE), managed by the Department of Health and Social Care (DHSC) and undertaken every two years. The 2025/26 survey	

										will commence in October 2025. In the previous 2023-24 Survey of Adult Carers 59.5% of Rotherham carers felt it was easy to find information about support. This ranked the Council 77 out of 151 councils, slightly above the national average (59.1%), and in line with the regional Yorkshire and Humber average score (59.5%). **Unable to measure until next national data release Autumn 2026.	
SC6	Number of 0-17year old children who are a Child in Need as a rate per 10,000 of the Rotherham 0-17yrs population.	Low	310.7	<375.5	320.5	315.2			315.2	315.2 at the end of Quarter 2 showing a 5.3 decrease compared to Quarter 1 equating to a decrease of 30 young people.	

SC7	Number of 0-17year old children with a child protection plan as a rate per 10,000 of the Rotherham 0-17yrs population.	Low	54.2	<55	46.1	41.1			41.1	41.1 at the end of Quarter 2 showing a 5.0 decrease compared to Quarter 1 equating to a decrease of 29 young people.	
SC8	Number of 0-17year old children in care as a rate per 10,000 of the Rotherham 0-17yrs population.	Low	83	<90.0	79.2	80.4			79.2	80.4 at the end of Quarter 2 showing a 1.2 increase compared to Quarter 1 equating to an increase of 6 young people.	
SC9	Number of 0-17year old children open to the Family Help service as a rate per 10,000 of the Rotherham	n/a	403.8	n/a	357.5	345.6			345.6	345.6 at the end of Quarter 2 showing an 11.9 decrease compared to Quarter 1 equating to a decrease of 69 young people.	No target

	0-17yrs population.										
SC10	Number of children and young people assessed as having a medium to high risk of Child Sexual Exploitation (CSE).	n/a	15	n/a	14	16			16	16 at the end of Quarter 2 showing an increase of 2 young people since the end of Quarter 1.	No target
SC11	Number of children and young people assessed as having a medium to high risk of Child Criminal Exploitation (CCE).	n/a	44	n/a	47	46			46	46 at the end of Quarter 2 showing a decrease of 1 young person since the end of Quarter 1.	No target

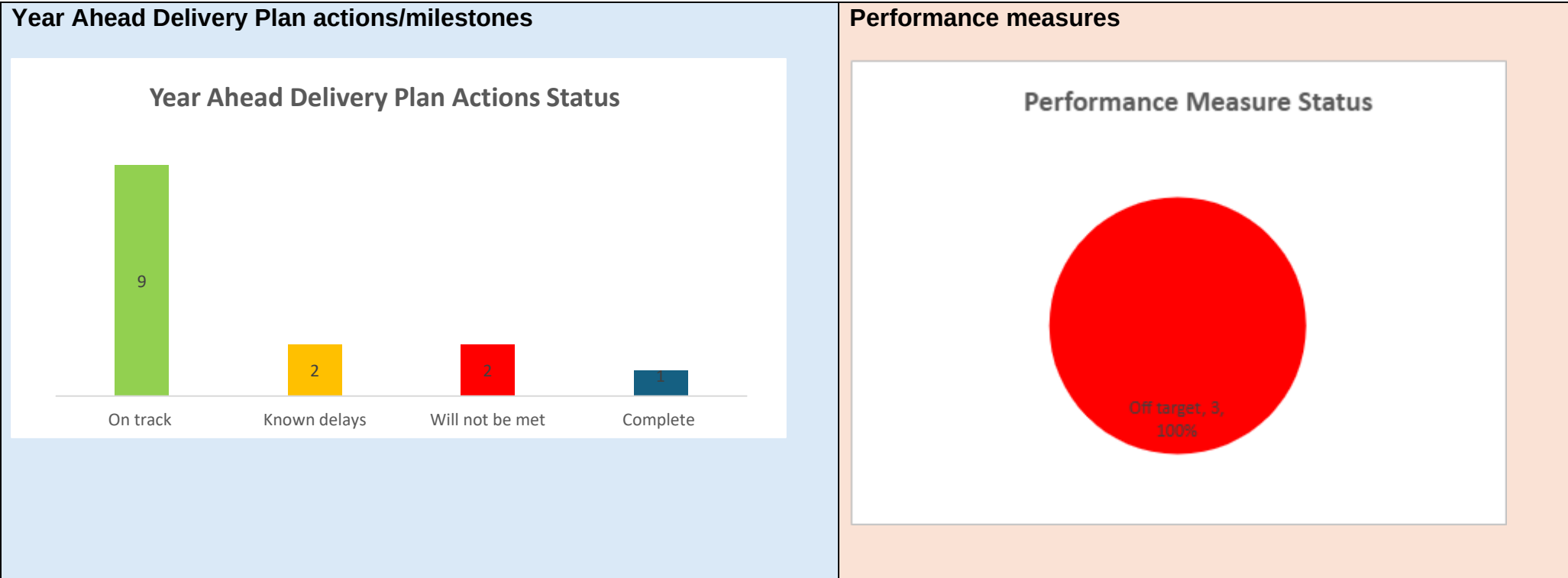
SC12	Proportion of children and young people being referred to social care services for a second of subsequent time within 12 months.	Low	17.3%	<22%	19.0%	19.1%			19.0%	19.1% of referrals in Quarter 2 were re-referrals showing a slight 0.1% increase on Quarter 1. Year to date this is 19.0%.	

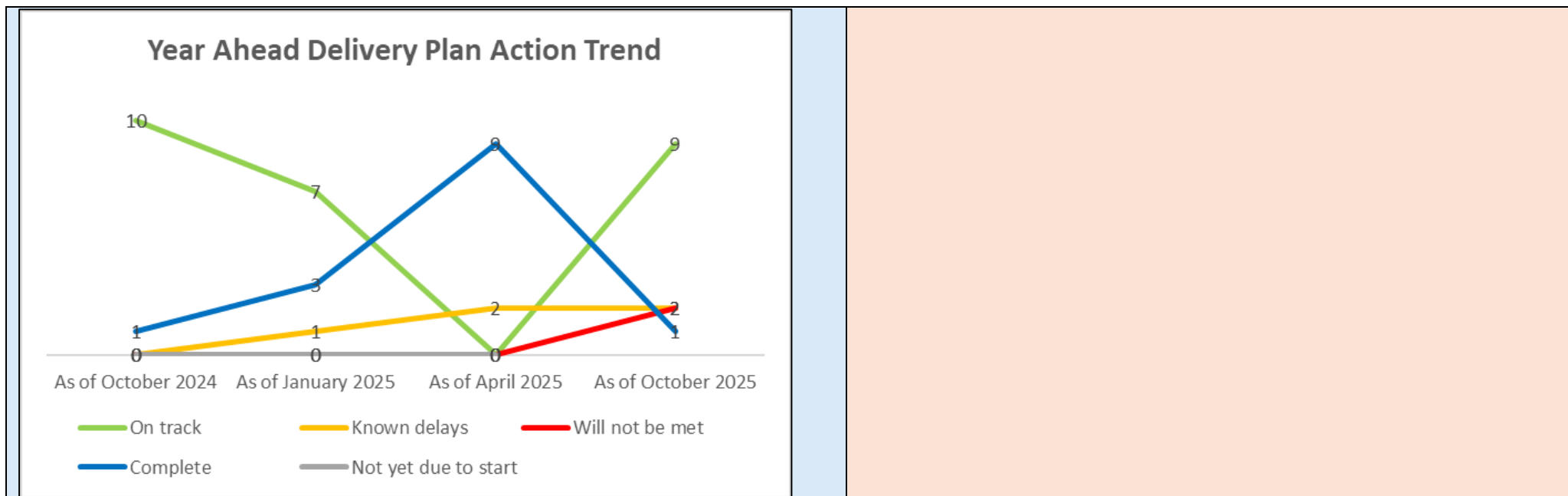
6.6 Outcome – One Council that listens and learns

Priorities	The differences you will see
Better customer experience	• High quality services informed by customer feedback. • Increase the number of services available digitally (links to connecting people to opportunities priority, under an economy that works for everyone outcome). • Easy to access services, regardless of method customers choose to contact us.
Working in partnership with our communities	• Agree and deliver a new Rotherham Together Partnership Plan. • We will focus on developing our locality-working model in partnership and with communities, ensuring that we tackle issues and seize on opportunities. • Create a more inclusive consulting and engagement process through a new online tool and by increasing co-production.
A workforce that is ambitious and proud	• We aim to have a workforce that is more representative of the communities we serve. • A suitably skilled workforce that can help us to achieve our ambitions. • Strengthen career pathways and development opportunities for the whole workforce.
Responding to climate change	• A focus on decarbonising our corporate estate and fleet. • Work with our Rotherham Together partners to co-create an inclusive net zero strategy for the borough. • Increase the number of publicly available electric vehicle charge points through delivery of the public EV Charging Infrastructure Strategy.

Headlines – evidencing our progress

To provide evidence of delivery of the outcomes and commitments within this theme, there are 14 priority/actions and 3 performance measures contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress:





Highlights – Achievements and Challenges

This section seeks to summarise achievements, as well as flag challenges and risks. Those included relate to the priority actions within the Year Ahead Delivery Plan and further details are available within the main body of the report.

One Council that listens and learns

Achievements - Year Ahead Delivery Plan activities that have been completed:

- Delivered the next phase of a staff and Elected Member learning and development programme to embed a strengths-based working approach across the Council and its partners (see case study below).

Challenges - Year Ahead Delivery Plan activities that will not be met within three months of the original target date:

- The Equality, Diversity and Inclusion Strategy, now renamed the Inclusion Strategy, is delayed allowing for further consultation to be undertaken, it is now due to be presented to Cabinet in February 2026.

- The refresh of the Council's recruitment approach, including greater engagement with communities and the use of modern recruitment methods, has been delayed. This is due to the current vacancy for the Head of Organisational Development and Change. Plans are in place to recruit to this role so progress can continue.

Narrative – the bigger picture

The One Council that listens and learns theme focusses on delivering a better customer experience, working in partnership with our communities, ensuring we have a workforce that is ambitious and proud and responding to the threat of climate change. The progress that has been made towards delivering these priorities is detailed below.

The Council is on track to increase the number of services available digitally for our customers. A Pest Control online booking process has now gone live, with other bookable forms planned to go live throughout 2025/26. However, the introduction of the new IT system (Confirm) is delayed due to the complexity of work involved to develop, analyse and transfer data. The system is being introduced in stages, with grass cutting for example in place from August 2025 and all tasks are planned to be live by April 2026.

The next phase of staff and Elected Member learning and development programme has been completed with 80 staff partaking in the offer in July 2025. A Community of Practice has been established to continue staff development and embed strength-based working throughout the organisation. A session for Elected Members was held on 3 November 2025.

The procurement and implementation of the new consultation software is also on track to be delivered by Quarter 4. The system has now been procured and is currently being set up, training for staff has been delivered throughout October and November 2025, with further training planned for January 2026 and pilots of the new system due to be launched in early 2026.

The Rotherham Adult Social Care Always Listening Co-Production Board has been in operation since April 2025 and continues to meet monthly. The board is currently in the process of expanding its members to include a broader range of experience. Alongside this, a new Co-Production Lead started in September 2025 with the role designed to expand engagement with service users and the wider community. As part of designing a new tenant engagement framework that strengthens tenant influence, 13 workshops have been delivered both online and in person with tenants, Council staff, Cabinet Members and partners to agree a shared vision for tenant engagement, aims and outcomes and collaborative working values. A survey has also been launched to reach a wider tenant base including a sample of tenants who recently completed a Tenant Satisfaction Measures survey and consented to further engagement.

The refresh of the Council's Equality, Diversity and Inclusion Strategy, now renamed the Inclusion Strategy, is delayed and will now be presented to Cabinet in February 2026. Consultation was undertaken throughout the autumn and included a number of focus groups with different groups and organisations across the borough. The development of a new Rotherham Plan for the Rotherham Together Partnership has been slightly delayed and is now due to be endorsed by Cabinet in April 2026, with the proposal and planned approach agreed by the Strategic Partnership Group on 29 October 2025.

The Council is on track to deliver all actions responding to climate change by their respective Quarter 4 deadlines. This includes installing two solar panels on five town centre properties with an analysis having already taken place. The delivery of 10 engagement events with educational establishments and communities to promote awareness of renewables, carbon reduction, energy management and green skills is on track with 6 having been delivered as of Quarter 2 against a target of 10. A full Business Case has been developed for the procurement of a Local Area Energy Plan for Rotherham with a review of other plans having taken place. Work with South Yorkshire Mayoral Combined Authority to progress the next phase of the Public EV Infrastructure Strategy is underway with a report having gone to Cabinet in December 2025.

Year Ahead Delivery Plan tracker

6.5 Outcome: One Council that listens and learns					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
1	Better customer experience	Increase the number of services available digitally for our customers, by implementing calendar booking and payment upfront online functions. This will include a digitalised pest control appointment service.	Quarter 4	On track	The Pest Control online booking process went live in Quarter 3. Other bookable forms are now being planned and will go live later in the year.
2		Implement a new IT system (Confirm), which will improve the cleanliness of the borough by providing better performance monitoring, maximising use of resources	Quarter 3	Known delays	The Confirm system is being introduced in phases to improve service delivery: Initially cleansing services, such as bin emptying, began in July 2024, with grass cutting following in August 2025.

		and improving how the public report and receive feedback on local issues.			Sweepers and litter picking are now in training and testing stages (Sep-Oct 2025). The remaining service tasks, such as weed spraying, tractor activities, sports pitches and parks, will be implemented into the system over the next few months. There are multiple go live dates for the remaining tasks due to the seasonal activities. All tasks will be live by April 2026. There has been a delay to service delivery due to the complexity of the work involved to develop, cleanse, analyse and transfer data into the system and competing operational demands.
3		Performance measures: see below			
4					
5					
6	Working in partnership with our communities	Refresh the Council's Equality, Diversity and Inclusion Strategy and produce the accompanying Annual Report.	Quarter 2	Will not be met	The Equality, Diversity and Inclusion Strategy, now renamed the 'Inclusion' Strategy, will be presented to Cabinet in February 2026. This allowed for further consultation to be undertaken and given current capacity in the team. Consultation was undertaken over the autumn and included several focus groups with different groups from across the borough.
7		Develop and launch a new Rotherham Plan for the	Quarter 4	Known delays	It was agreed at the Strategic Partnership Group meeting on 28th July to commission the

		Rotherham Together Partnership.			Chief Executive Officer Group to create a proposal including scope, timelines etc for the development of the plan. The proposal they have produced was considered and agreed by the Strategic Partnership Group on the 29th October. The new Plan is now due to be endorsed by Cabinet and other members of the Rotherham Together Partnership in April and be launched in May.
6		Deliver the next phase of a staff and Elected Member learning and development programme that will help embed a strength based-working approach across the Council's workforce and partners.	Quarter 2	Complete	Training for 80 staff members took place during July 2025. A Community of Practice has been established for continued staff development and support. A session for Elected Members was also held on 3 November 2025. See case study below.
9		Procure and implement new consultation software to improve the Council's approach to consultation.	Quarter 4	On track	The new consultation system has been procured and training for Council staff has commenced. This training was delivered through October and November, with further training planned in January. Pilots of the new system are due to be launched in early 2026.
10		Embed the Rotherham Adult Social Care Always Listening Co-Production Board (RASCAL) within the approach to change across adult social care.	Quarter 4	On track	The Rotherham Adult Social Care Always Listening Co-Production Board has been operational since April 2025. It meets monthly and is currently expanding its membership to include a broader range of members.

					A new Co Production Lead started in September 2025 and will expand our engagement with service users and the wider community.
11		Co-design a new look tenant engagement framework that strengthens tenant influence in Rotherham and empowers tenants to effectively shape council housing services and enhance their neighbourhoods.	Quarter 4	On track	13 co-design workshops have been delivered, bringing together tenants, staff, Cabinet members and partners to agree on a shared vision for excellent tenant engagement, including aims, outcomes and collaborative working values. A survey has been launched to reach a wider tenant base, including 178 members of the Tenant Connectors Pool and tenants who recently completed the Tenant Satisfaction Measures survey and consented to further engagement. The co-creation of a practical action plan, which also incorporates feedback from TPAS (Tenant Engagement Experts) from a reached accreditation is due to be launched in Quarter 4.
12	A workforce that is ambitious	Complete the Employee Opinion Survey 2025 and increase the participation rate to greater than 50%.	Quarter 4	On track	The survey was launched in November 2025. Engagement with frontline services is ongoing to encourage participation.

					Senior Leaders have discussed strategies to remind staff of their role and actions taken based on feedback.
13		Refresh the recruitment approach through engagement with our communities and modern recruitment methods, including jobs fairs and partnership working, to ensure the attraction of applicants who are representative of the communities we serve.	Quarter 4	Will not be met	Council careers were showcased at the LEAF Rotherham Recruitment Fair, alongside attendance at multiple school, college and university events to promote the Council as an Employer of Choice. Work is underway with local partners to expand work placement opportunities for young people. The Council is also collaborating with universities and the Local Government Association to provide graduate application support and deliver public sector career sessions for students Despite this progress, delivery is impacted due to a delay in the recruitment of a permanent Head of Organisational Development and Change. Work is being undertaken in distinct areas, for example communities and schools. Internal manager engagement is taking place.
14	Responding to Climate Change	Install two solar (PV) panels on five town centre properties ((Tom Burgess House, Arthur Wharton House, Elizabeth House, Portland House; Millfold Rise) to provide a revenue income or saving, funded by the Decarbonisation Recycle Fund.	Quarter 4	On track	Technical feasibility studies have been undertaken on the site which indicate that the proposal can progress at these sites. A further refinement of the proposal has now been developed, and internal discussions are now being undertaken to confirm approval for delivery.

15		Deliver 10 engagement events with education establishments and communities to improve awareness and promote the benefits of renewables, carbon reduction, energy management and green skills and jobs.	Quarter 4	On track	As of September 2025, 6 school engagements have taken place to discuss renewable energy and student engagement. Energy officers have also attended a formal landlord event raising awareness of ECO 4 Flex and the Landlords EV infrastructure offer. Two additional events have been undertaken, including winter wellbeing events at Riverside House and Catcliffe Memorial Hall. Several events have been scheduled at various community centres throughout the winter period.
16		Develop a full business case for the procurement and delivery of a Local Area Energy Plan for Rotherham, including a review of potential external funding opportunities.	Quarter 4	On track	A review of other Local Area Energy Plans has been undertaken including the costs and benefits associated with the plan. A business case is currently being developed following a market engagement activity to better understand the expected costs and inclusions.
17		Work with South Yorkshire Mayoral Combined Authority to progress the next phase of the Public EV Infrastructure Strategy and identify an external funding source.	Quarter 4	On track	The Council is working closely with South Yorkshire Mayoral Combined Authority and other Local Authorities to develop this scheme. A funding source and proposed approach has been identified and will be presented to Cabinet in December 2025.

Performance measures

One Council that listens and learns			2024/25 Year End	Target (If Applicable)	Q1 (Apr-Jun)	Q2 (Jul-Sep)	Q3 (Oct-Dec)	Q4 (Jan-Mar)	Year to Date	Progress Update	Rag Rating
Ref	Measure	Good Performance									
3	Customer telephone wait time in the corporate contact centre to under 3 minutes.	Low	2 mins 47 secs	3 minutes	3 mins 31 secs	5 mins 56 secs			3 mins 39 sec	Wait times in Quarter 2 are longer than Quarter 1 but are not seen as a downward trajectory in performance as the causes are temporary issues. Wait times are above target due to a significant number of extra calls received regarding Garden Waste. There have also been several staff leaving the service for internal promotion to other departments temporarily reducing capacity. Staff vacancies are being filled to increase call handlers and the increase in calls due to Garden Waste issues have reduced significantly	
4	Respond to 85% or above of complaints closed within	High	83%	85%	81%	82%			81.5 %	Currently 3% below target. All three months in Quarter 2 were below target. However, performance improved by 2% over the quarter and improved from Quarter 1. Current performance levels are	

	timescales.									predominantly being impacted by Housing Services, where Quarter 2 performance was 79%. The service is now conducting a piece of work to strengthen governance around complaints and using complaints to inform and improve housing service delivery and design. All services are provided with monthly performance information.	
5	Reduce the number of complaints relating to street cleaning, grounds maintenance and waste management to less than 190.	Low	257	<190	77	110			187	77 complaints received in Quarter 1, of which 69 relate to Waste Management, 6 relate to Street Cleaning and 4 on Grounds Maintenance. 110 complaints received in Quarter 2, of which 93 relate to Waste Management and 6 on Grounds Maintenance. The number of cumulative complaints for this year is currently at 187 against an annual target of less than 190. Waste Management complaints have increased from Q1 to Q2 as indicated above, complaints are also higher than the same point last year (72 in Q2 2024/25).	

										Waste Management complaints have been in reaction to the pausing of Garden Waste collection and also in relation to the Council Refund Policy.	

Case studies

Strength-based working training

Between October 2024 and November 2025, the Council delivered a programme to embed a Community Strengths-Based approach across its workforce and Elected Members. This is part of the Council's commitment to working in partnership with communities recognising local assets, building on existing strengths, and fostering a culture of empowerment and collaboration.

The Council commissioned leading practitioners from Leeds City Council Asset-Based Community Development team, and the Leeds based community organisation LS14 Trust. Their expertise brought practical insight and innovative, community-led methods that have been celebrated for transforming engagement at a local level.

Training delivery and participation

- Eight full day sessions for staff were delivered between October and December 2024, followed by four more sessions in July 2025.
- Around 200 participants, including Council staff and external partners, took part in these interactive sessions, gaining practical tools to apply strengths-based principles in their day-to-day work.
- A full day Member Development session in November 2025, attended by 12 Elected Members, which looked at how strengths-based approaches can support them in their community leadership role within their wards.

This programme complemented the Council's existing online module on strengths-based approaches, which has now been completed by over 1,800 staff members, ensuring that the principles of asset-based working are embedded consistently across the organisation.

The motivation behind this training was clear: to embed strengths-based thinking across the organisation and change how services engage with communities. This approach reflects Rotherham's commitment to:

- Locality working
- Staff development
- Community empowerment
- Cross-directorate collaboration

By focusing on what communities already have – rather than what they lack – the Council aims to nurture more resilient, connected, and self-sustaining neighbourhoods. Importantly, this training equips staff to work more effectively with some of the borough's most vulnerable and diverse communities. It ensures that services are inclusive, responsive, and shaped by lived experience, fostering trust and genuine partnership between the Council and the people it serves.

The training has already led to several positive developments across the organisation:

- Community of Practice: A bi-monthly forum has been established, providing a space for colleagues to share learning, reflect on practice, and build a shared understanding of strengths-based approaches. This ongoing dialogue helps maintain momentum and embed principles into everyday work.
- Strategic Integration: The principles of strengths-based working are being embedded into key strategic documents, including the Council Plan, service plans, and individual Year Ahead Plans, ensuring alignment across all levels of the organisation.

These developments demonstrate that the training is not only influencing practice but also shaping organisational culture and strategy, creating a strong foundation for sustainable change.

Feedback from participants has been overwhelmingly positive, highlighting the value and relevance of the training. One attendee shared:

“Really engaging speakers. I learnt a lot and it changed my way of thinking. I feel more empowered to do the difficult thing—engaging early on with communities.”

This reflects a broader cultural shift across the organisation—from simply delivering services to building meaningful relationships with communities.

The Council remains committed to embedding strengths-based approaches as a core part of its work. With continued leadership support, a growing network of champions, and strong community partnerships, we are building a culture where:

- Staff are empowered to work collaboratively and creatively
- Communities are valued for their assets and contributions
- Services are shaped by lived experience, ensuring they are inclusive, responsive, and sustainable.

Community Recovery Fund – The South Yorkshire Wah Hong Association (SYWHA)

The South Yorkshire Wah Hong Association (SYWHA) has developed a cohesion project through two different types of events based around two themes, these being:

- A series of dialogue/conversation lunches covering, integration, cultural differences and similarities, living in the UK.
- Community Action Labs that look at topics of concern to Rotherham residents such as pollution, litter, global warming.

Both themes look at cohesion and integration through different lenses, with the aim of promoting cohesion, amongst different communities in the borough, through dialogue.

The project moves around the Borough meeting with residents in Maltby, Dinnington, Rotherham town centre, Rawmarsh, Sunnyside, Brinsworth, Ferham and Masbrough, as well as the LBGTQ+ community, people with Southeast Asian descent, asylum seekers and refugees. Visitors to the sessions are made to feel welcome, encouraged to participate and to mix with people from other cultures.

To ensure that meaningful and structured conversations take place, SYWHA have developed an innovative and successful way of mixing the guests. Each person is allocated a table and a place number. A box of 'Conversation Cards' (questions or comments) are used by the nominated person to start a themed conversation such as 'tell me about a tradition of food from your home country' or 'tell me about what you like/dislike about Rotherham'.

All conversations are in English or are translated into English to ensure maximum participation and engagement. The outcomes so far are that all the participants have similar issues regardless of where they come from. These issues being: cost of electricity, the weather, cost of food, access to traditional home ingredients, missing family, festivals and above all their desire to become active participants in the UK.

SYWHA share Chinese, Japanese, Korean and Southeast Asian foods with participants which encourage further conversation and improved relationships. SYWHA have so far delivered 8 sessions, each attended by 40-60 participants, more sessions are being scheduled to take place early 2026.





encourages participation, and the 'payback' is diverse for visitors from across neighbourhoods and wards, socio-economic groups and ethnic background who all live in Rotherham.

Feedback has included:

'We loved talking and discussing some topics and about the past' - Z (Clifton)

'Great to meet new people and learn about their culture, food and interests' – K (Dinnington)

'Events like this really help bring communities together' – B (Rawmarsh)

'Interested to learn that the Muslim community and Hong Kongers both follow a lunar calendar' – J (Rotherham)

'Today was extra special as we celebrated mid-Autumn Festival with mooncakes for everyone – C (Whiston)

'They encourage dialogue, nurture empathy and remind us that diversity is an asset when it is actively cultivated – N (Kiveton Park)

The project has demonstrated that with desire and willingness, cohesion can occur easily and makes a lasting impact on participants. The 'hook' of multicultural cuisine

Appendix 2 – Summary Council Plan Progress Report – Mid-Year Report for 2025/26 (Quarter 2 performance data and progress on YADP 2025/26)

Outcome: Places are thriving, safe and clean	
Year Ahead Delivery Plan - actions	
• 23% of actions are completed (6/26) • 38% of actions are on track (10/26) • 31% of actions are delayed by less than 3 months (8/26) • 8% of actions are delayed by more than 3 months (2/26)	
Actions complete	• P1 Launched the Street Safe Team – has started delivering tangible results with the appointment of a Community Safety and Protection Manager in September and a Street Safe Coordinator in November. Five Street Safe Officers are now patrolling the town centre daily, with the team was launched in December 2025. • P2 Agreed the Community Safety Strategy – endorsed by Cabinet in September and agreed at Council in November 2025. • P11 Appointed a contractor to the Dinnington High Street regeneration project – the Council are now leading on Stage 4 designs. • P20 Established the Roadside Cleaning Team – the team has been in place since October 2025 and the programme of works has commenced. • P27 Started works on Riverside Gardens and Corporation Street public realm – work began on Riverside Garden and Corporation Street in May 2025. • P32 Submitted Rotherham's 'Regeneration Plan' – approved at Cabinet in November 2025.
Actions delayed (by less than 3 months)	• P3 Develop and consult on tranche 2 Local Neighbourhood and Road Safety programme – the final three schemes of 12 have had delays in being commissioned and are expected to be complete in Quarter 1 2026/27. • P8 Refresh the Thriving Neighbourhood Strategy - work has now started on the refresh of this Strategy and is due to be completed in Quarter 1 of 2026/27. This delay has arisen as a result of the Assistant Chief Executive vacancy. • P9 Implement Phase 1 of the Our Places Fund by starting work on the Swinton & Maltby schemes – Additional design changes requested by the Council are likely to require planning amendments, which will

	likely push the start on site to Spring 2026 for the Swinton scheme. Start on site is due to be completed by Quarter 4 in Maltby. • P12 Start work on the demolition of Wath library – disconnections are due to commence in December, with demolition due to begin in Quarter 4. • P16 Complete redevelopment works at Rother Valley Country Park – the site handover was completed in November 2025. However, final completion is expected in March 2026 due to delays with the electricity connection with Northern Power Grid. • P21 Complete the procurement of all vehicles within the Fleet Replacement Plan – delayed due to business case approvals, but contracts are now anticipated to be in place by February 2026. • P28 Complete construction works to the Outdoor Covered Market – rescheduled due to two months of additional work regarding fire compliance and is now due to be completed by Quarter 1 2026/27. • P30 Start work on the first phase of a Health Hub providing health-based services in the town centre – delayed due to complications with design and tender documents and negotiations with contractor but work scheduled to begin in January 2026.
Actions significantly delayed (by more than 3 months)	• P19 There are delays across some of the flood defence/mitigation schemes including the Eel Mires Dike Flood Alleviation Scheme and Kilnhurst Flood Alleviation Scheme – delayed until Quarter 4 due to complications regarding access to land owned by third parties. • P31 The development of plans to RIBA Stage 1 for the next phase of the major housing development in the town centre – delayed until Quarter 4 due to the inclusion of an additional site in the tender process, which is due to close in December 2025.

Performance Measures	
	• 75% of performance measures are on target (6/8) • 13% of performance measures are off target (1/8) • 13% of performance measures are not applicable in Quarter 2 (1/8)
Measures on target	• P5 Issue 1,000 formal enforcement actions to help address anti-social behaviour in communities. • P23a Achieve 80% of the 'principal' road network. • P23b Achieve 77% of the 'non-principal' road network. • P23c Achieve 65% of the 'unclassified' road network.

	• P24 Undertake effective enforcement action for fly tipping by issuing a minimum of 60 fixed penalty notices. • P25 Increase the proportion of waste sent for reuse (recycling and composting) to 45%.
Measures off target	• P6 33 adults to start a residential rehabilitation placements to receive support for drug/alcohol misuse – at the end of Quarter 2 there have been 12 admissions, with a further 4 individuals who have a planned admission date for Quarter 3.
N/A	• P26 Plant at least 500 trees across the borough – information not available until Quarter 4 due to tree planting season commencing in Quarter 3.

Outcome: An economy that works for everyone	
Year Ahead Delivery Plan - Actions	
	• 14% of actions are complete (2/14) • 71% of actions are on track (10/14) • 7% of actions are delayed by less than 3 months (1/14) • 7% of actions are delayed by more than 3 months (1/14)
Actions complete	• E10 Implemented an Economic Inactivity Trailblazer to provide a new system of support for economically inactive residents to get back to work - delivery began 1 April 2025. • E11 Completed the delivery of Phase 2 of the Rotherham Together Partnership's Social Value Action Plan – Phase 2 began in June 2025 and workshops concluded in November 2025.
Actions delayed (by less than 3 months)	• E6 Adoption of the Employment and Skills Strategy – scheduled for Cabinet approval in December 2025, following a short delay to further develop priorities and actions.
Actions significantly delayed (by more than 3 months)	• E1 Started construction on the Templeborough Business Zone Project – negotiations on contracts with Magna now completed and Board approval confirmed. Now agreed, stakeholder sign off will still be required which is estimated to take between 3-6 months, meaning that the start date for construction is now expected in Quarter 1 2026/27.

Performance Measures
• 67% of performance measures are on target (2/3) • 33% of performance measures of off target (1/3)

Measures on target	• E4 Help 70 businesses to start up • E5 Provide advice and support to 500 local businesses
Measures off target	• E12 Increase the proportion of new starter apprenticeships created within the Council as a percentage of the workforce to 1.5% - performance has improved in Quarter 2 to 1.21%, continuing an upward trend from 0.91% at year-end 2024/25 and 0.8% in Quarter 2 2024/25. A strategy is being developed to increase the take up of new starter apprenticeships.

Outcome: Children and young people achieve	
Year Ahead Delivery Plan - Actions	
• 40% of actions are complete (6/15) • 40% of actions are on track (6/15) • 7% of actions are delayed by less than 3 months (1/15) • 13% of actions are delayed by more than 3 months (2/15)	
Actions complete	• C2 Replaced the watersplash facility at Clifton Park - opened to the public on 23 July 2025 to coincide with the school holidays. • C7 Completed building work on the Special Educational Needs and Disability centre at Eric Manns – the building work has been completed, and Rotherham Parents Carers Forum are now occupying the building. • C10 Implement a new education case management system – the new education case management system has been procured and is being implemented, with work underway on data quality and migrating data. The new system is due to go live in Quarter 2 2026/27 to align with school term calendar. • C16a&b Submitted the registration of a third and fourth two-bedroom residential children's homes to make sure Children in Care and young people can stay in the borough - registration was submitted in March and July 2025 respectively with the latter home opening in August 2025. • C18 Published the No Family Left Behind Strategy, which sets out Rotherham's commitment to addressing child poverty – was approved at Cabinet and published in September 2025.
Actions delayed (by less than 3 months)	• 16d Submitting the registration of a sixth two-bedroom residential children's home to make sure Children in Care and young people can stay in the borough – following engagement with Ward members and residents, additional due diligence was undertaken leading to a delay in the submission of the planning application. Registration is now due to be submitted in Quarter 1 2026/27.

Actions significantly delayed (by more than 3 months)	• C4 The submission of a bid to the Football Foundation for a new multi-use games area in the borough – delayed due to the Round 2 Expression of Interests from the Football Foundation being delayed, work is ongoing to source alternative funding, however timescales for this are not yet known. • C8 19 candidates have received Independent Travel Training or are in the pipeline – it is unlikely that the target of 30 trainees will be met due to delays in sign-off timelines and following the departure of a member of staff.

Performance Measures	
• 83% of performance measures are on target (5/6) • 17% of performance measures are not at expected level (1/6)	
Measures on target	• C5 Commission the voluntary and community sector to deliver 850+ universal youth work sessions so that young people have access to activities across the borough. • C11 Deliver 100% of Baby Packs to eligible Rotherham Families who have requested one. • C12 Provide health visitor checks to at least 85% of eligible children for their 2-2.5yr checks. • Children's Centres to deliver 1900+ support sessions to families with children aged 0-5 years. • C15 Issue 73% of Education, Health and Care Plans within 20 weeks ensuring children receive effective support when needed.
Measures not at expected level	• C13 Continue to deliver high quality services across the Family Hubs network, ensure that at least 90% of families register their children within 6 months of birth. 80.5% of babies born between 1st October 2024 and 31st March 2025 were registered with a Family Hub within 6 months of birth. Work with health and midwifery teams is planned to engage expectant parents at the earliest opportunity.

Outcome: Residents live well	
Year Ahead Delivery Plan Actions	
• 30% of actions are complete (6/20) • 45% of actions are on track (9/20) • 20% of actions are delayed by less than 3 months (4/20) • 5% of actions are delayed by more than 3 months (1/20)	
Actions complete	• R2 Launched a specialised support service for people who have attempted suicide – launched April 2025 and now accepting referrals

	• R7 Launched a new technology service that provides a broader range of equipment to enable people to remain living at home for as long as possible – new Technology Offer went live on 1 April 2025 • R14c&f Groundworks underway for the new homes, through the Housing Growth Programme – began in June 2025 at West Melton and in September 2025 at Maltby. • R15 Developed proposals in relation to Selective Licensing, which seek to protect private tenants, support landlords and improve housing conditions within the Borough – approved at Cabinet in September 2025. • R16 Agreed a new Housing Allocations Policy – approved by Cabinet in September 2025.
Actions delayed (by less than 3 months)	• R5 Completing the building work for Castle View Day Service which will provide new day opportunities for people with high support needs – delivery may extend into Quarter 1 2026/27 due to a new requirement introduced by Northern Power Grid, which has caused significant delays to property completions and handover. • R13 Continuing the delivery of the Council Homes Delivery Programme by completing the Council new build project at Warden Street in Canklow – to be completed in Quarter 4 2025/26, delay due to new requirement from Northern Power Grid. • R14e Starting the groundwork on new homes at Wath – delays caused by ecological and planning requirements and expected by Quarter 4. • R17 Complete full stock condition surveys to 6,000 properties - 2,726 surveys completed, delayed due to quality issues within surveys, work underway to explore accelerating the programme whilst maintaining quality assurance.
Actions significantly delayed (by more than 3 months)	• R6 Deliver the Rothercare analogue to digital switchover for 5,000 residents – delayed due to the original provider no longer being financially viable and having ceased trading, swap outs are being undertaken by Rothercare and Mediquip and due to be completed by the end of May 2026.

Performance Measures	
• All performance measures are currently on track to be achieved (7/7).	
Measures on target	• R3 Provide 8,500 NHS Health Checks for Rotherham Residents. • R4 Support the Rotherham Ambition for a Smoke Free Rotherham by supporting 1,000 Rotherham residents to set a Quit Date.

	• R11 Ensure that a minimum of 70% of Domestic Abuse referrals are actively engaged in any support offered. • R12 Increase the proportion of new claims for Housing Benefits and Council Tax Support are dealt with within 14 days of receipt of all necessary information to 98%. • R18 Expand the Council's temporary accommodation portfolio to at least 173 homes. • R19 Maintain the proportion of council housing repairs completed 'Right 1st time' to achieve at least 93%. • R20 50% of council homes to have an EPC C energy performance rating.

Social Care Performance Measures	
	• 42% of measures are currently on target (5/12) • 17% of measures are currently off target (2/12) • 17% of measures are not applicable in Quarter 2 (2/12) • 25% of measures do not have a target (3/12)
Measures on target	• SC4 Proportion of Adults who were enabled to be independent after short term at home support. • SC6 Number of 0-17year old children who are a Child in Need as a rate per 10,000 of the Rotherham 0-17yrs population. • SC7 Number of 0-17year old children with a child protection plan as a rate per 10,000 of the Rotherham 0-17yrs population. • SC8 Number of 0-17year old children in care as a rate per 10,000 of the Rotherham 0-17yrs population. • SC12 Proportion of children and young people being referred to social care services for a second of subsequent time within 12 months.
Measures off target	• SC2 Number of new admissions to residential care homes for older people as a rate per 100K population. 216.54 per 100,000k population rate new admissions of older people into residential care, greater than the quarter 2 target of 153.07. • SC3 Number of new admissions to residential care homes for older people. 116 new admissions of older people into residential care, 34 over the quarter 2 target of 82.

Outcome 5: One Council that listens and learns

Year Ahead Delivery Plan - Actions

• 7% of actions are complete (1/14) • 64% of actions are on track (9/14) • 14% of actions are delayed by less than 3 months (2/14) • 14% of actions are delayed by more than 3 months (2/14)	
Actions complete	• 8 Delivered the next phase of a staff and Elected Member learning and development programme to help embed a strengths-based approach – Elected Member training took place in November and for 80 staff members in July 2025. A community of practice has been established for staff.
Actions delayed (by less than 3 months)	• 2 Implement a new IT system (Confirm) to improve the cleanliness of the borough – remaining service tasks, such as weed spraying, tractor activities, sport pitches and parks, will be implemented over the next few months due to the seasonal activities, all tasks to be live by April 2026. • 7 Developing and launching a new Rotherham Plan for the Rotherham Together Partnership – Strategic Partnership Group agreed in July to commission the Chief Executive Officer Group to create a proposal, this was agreed by the Strategic Group in October and the new Plan is due to be endorsed by Cabinet in April and launched in May.
Actions significantly delayed (by more than 3 months)	• 6 Refresh Equality, Diversity and Inclusion Strategy – renamed the Inclusion Strategy and delayed allowing for further consultation and analysis and given staff capacity, now due to be presented to Cabinet in February 2026. • 13 Refresh of the Council's recruitment approach – delayed due to the current vacancy for the Head of Organisational Development and Change, plans are in place to recruit to this role so progress can continue.

Performance Measures

• All performance measures are off target (3/3)	
Measures off target	• 3 Customer telephone wait time in the corporate contact centre to under 3 minutes. Wait times in Quarter 2 are longer than Quarter 1, due to a significant number of extra calls received regarding Garden Waste. There have also been several staff leaving the service for internal promotion to other departments temporarily reducing capacity. Staff vacancies are being filled to increase call handlers and the increase in calls due to Garden Waste issues have reduced significantly.

	• 4 Respond to 85% or above of complaints closed within timescales. Currently 3% below target. However, performance improved by 2% over the quarter and improved from Quarter 1. Current performance levels are predominantly being impacted by Housing Services, where Quarter 2 performance was 79%. • 5 Reduce the number of complaints relating to street cleaning, grounds maintenance and waste management to less than 190. The number of cumulative complaints for this year is currently at 187 against an annual target of less than 190, of which 162 relate to Waste Management. Waste Management complaints have been in reaction to the pausing of Garden Waste collection and also in relation to the Council Refund Policy.

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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: Council Plan and Year Ahead Delivery Plan Progress Update – Mid-Year Report for 2025/26.	
Date of Equality Analysis (EA): December 2025	
Directorate: Assistant Chief Executive	Service area: Policy, Performance and Intelligence
Lead Manager: Fiona Boden	Contact: fiona.boden@rotherham.gov.uk
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 (e.g. service user, managers, service specialist)
Fiona Boden	Rotherham Metropolitan Borough Council	Head of Policy, Performance and Intelligence
Oscar Holden	Rotherham Metropolitan Borough Council	Corporate Improvement Officer
Chloe Harrop	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 plan will run until the end of March 2030.

The Year Ahead Delivery Plan sits alongside the Council Plan. To ensure delivery of the Council Plan, the annual Year Ahead Delivery Plan will run until the end of March 2026 and was agreed by Cabinet in May 2025. This is the first of two progress reports to Cabinet for the 2025-26 financial year.

The report focuses on progress made in delivering the 89 priority actions and the 27 headline performance measures contained within the Year Ahead Delivery Plan that best demonstrate progress in achieving the 17 priorities outlined within the Council Plan. 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 through international migration, 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. 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.
- 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.
- Based on research from End Child Poverty, 31% of Rotherham children were living in poverty in 2023/24. This is the same as the national average, and a slight increase on the 2022/23 figure of 30.3%
- 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 full time 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 conducted in 2025, 86% of respondents stated that the Council should create more job opportunities in their area as opposed to 12% who favoured making cuts to services that connect people with job opportunities.

Health and wellbeing

- According to the Census, 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.
- 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 exacerbated existing inequalities, with the most disadvantaged communities being impacted the most.

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 2024 results are set out below:

- **Satisfaction with Local Area as a Place to Live** – 75% of respondents reported feeling 'very satisfied' or 'fairly satisfied' with their local area as a place to live. This is the same as the national average (75%).
- **Satisfaction with Rotherham as a Place to Live** – 66% of respondents said that, overall, they were 'very' or 'fairly' satisfied. This was above the average across all 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 74% satisfied. Respondents aged 25-34 had the lowest level of satisfaction with Rotherham as a place to live, with only 52% satisfied. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 45-54.
- **Feelings of Safety** – 85% of respondents in Rotherham said they felt 'very safe' or 'fairly safe' during the day when outside in their local area (lower than the figures observed nationally at 91%). Feelings of safety in the local area after dark were (57%) compared to

the national average (71%). There was a significant gender difference in feelings of safety after dark – 62% of men but only 54% of women said they felt ‘very safe’ or ‘fairly safe’.

- **Feelings of Optimism** – 53% of respondents reported feeling ‘very optimistic’ or ‘fairly optimistic’ about the future of Rotherham as a place to live, slightly below the 54% average across all surveys. Younger respondents (aged 18-24) were the most likely to be optimistic about the future of Rotherham as a place to live (70%) and women are more optimistic than men overall. Fewer respondents felt optimistic about the future of Rotherham Town Centre either ‘very optimistic’ or ‘fairly optimistic’. 35% of respondents were not optimistic at all about the town centre. The cohort most optimistic about the future of Rotherham town centre were young people aged 18-24 (46%), whereas people aged 55-64 were most likely to not be optimistic.
- **Keeping Residents Informed** – 45% of Rotherham respondents said that the Council keeps residents ‘very well’ or ‘fairly well’ informed about the services and benefits it provides. This is below the most recent national result (52%) and below the average percentage across all Rotherham surveys (50%). Younger respondents (aged 18-24) and older respondents (65+) were the cohorts most likely 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** – 52% 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 highest response across all surveys and similar than the national average (47%). Respondents aged 25-34 were most likely to think that the Council acts on the concerns of residents (60% responded positively) whilst those aged 55-64 were least likely to have this view.
- **Provisions of Values for Money** – 38% of Rotherham residents agreed that the Council provides value for money, an increase from the previous year (36%). This is the same percentage as the national figures (38%) and the first time that Rotherham and national data have aligned on this measure.

Year Ahead Delivery Plan

When the Year Ahead Delivery Plan undergoes its annual refresh, services are expected to set out the action to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for the delivery of each individual milestone. These actions are reviewed as part of the milestone setting process and progress captured as part of the reporting process.

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.

As part of this monitoring process, services are required to specifically set out progress on the delivery of equalities, diversity and inclusion outcomes for each individual action in the Year Ahead Delivery Plan. These updates are reviewed and challenged as part of the monitoring process. They are reported as part of the internal monitoring and are also used to inform the public monitoring reports.

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 September and November 2024. There were 1,963 interactions across all engagement methods. The consultation was part of an ongoing dialogue between the Council and members of the public.

Engagement has been made with residents through a variety of ways including online and postal surveys, focus groups and short interaction exercises to inform the Council and its partners' priorities over the next few years. The results have been analysed, and the findings were presented to Council, alongside the new Council Plan in May 2025.

Customers are consulted and engaged with 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 July and August 2024, a statistically representative random sample of 500 Rotherham residents (aged 18 or over) was polled 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 2024 survey above.

Some performance measures are based on customer perceptions of 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 with regards to the progress made on actions/milestones that applied to them and identifying actions for the Year Ahead Delivery Plan for 2025-26. 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. Staff at all levels were consulted as part of the consultation process for the new Council Plan for 2025.

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:

- An economy that works for everyone
- Residents live well.

Residents live well encompasses the Council's priority to tackle inequality, striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. This will be done by striving 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 as well as tangible outputs such as the quality of homes and health and wellbeing of residents. To complement this approach, an economy that works for everyone ensures that it connects residents to opportunity, providing work, education and financial opportunities in an inclusive manner than meets the needs of its population.

There is also a priority focussed on helping people to feel safe in their community within the 'places are thriving, safe and clean' outcome. This will involve providing support to our communities at a level that is proportionate to the degree of need and taking a universal approach where appropriate whilst also providing targeted support to those who need it the most.

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

- Better customer experience
- Working in partnership with our communities.

The Council's commitment to place all customers at the heart of service delivery includes a strengthened approach to equalities and inclusivity. This will involve working with services and partners to promote equality, celebrate diversity and ensure fairness for everyone. The commitment to work in partnerships with our communities embodies our commitment to utilising a strengths-based approach 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 the **five outcomes 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.

Places are thriving, safe and clean

Activities in this area are aimed at creating neighbourhoods where people feel safe, proud, and connected, while ensuring public spaces are well maintained and vibrant. The priorities of helping people to feel safe in their community, creative vibrant communities, better public spaces and revitalising the town centre 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 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:

- Launch the Street Safe Team, providing a visible presence of uniformed staff in the town centre, Dinnington, Wath, Maltby and Swinton. An Equality Analysis was completed to seek to recruit a diverse workforce and equality training is set to form part of induction process.
- Agree a new Community Safety Strategy for 2025-2028. A full equality analysis has been completed as part of the strategy development and was submitted to the Safer Rotherham Partnership Board on 15 April 2025.
- Tackle hate crime incidents and the drivers of hate crime through the delivery of education and engagement group and individual sessions: 600 children and young people to attend group sessions, 55 one to one sessions.
- Delivery of ward plans through ward reports being reported to Council from July 2025, which have been informed by local communities.
- Delivery of ward plans through ward reports being reported to Council from July 2025, which have been informed by local communities. Ward profiles and census data (including details of communities with protected characteristics) have informed the development of ward plans. Ongoing conversations with Rotherham's communities have identified and recognised their strengths, understood what is important to them and jointly agreed how to tackle those priorities, including the delivery of integrated, accessible, and responsive services that meet diverse needs.
- Refresh the Thriving Neighbourhood Strategy which will reflect the Council's continued approach towards working with local communities and the further integration of locality-based services.
- Deliver cultural events in varied locations throughout the borough, including such events as: Rotherham Show, Signals Festival, Uplift, WoW Rotherham, Christmas Lights' Switch On, Support for ward-based community galas and festivals. There is a year-round

programme of events which is underpinned by a series of programming principles which ensure events are accessible, representative of their communities and inclusive to all. This is achieved through measures including: BSL interpreters for spoken word events and talks, ramp access for performance stages, ensuring representation in the creative programme, creative partnerships with target groups such as SENSE to deliver SEND provision at events, REMA to engage a more diverse range of communities for Rotherham Show and specific targeting of women, girls, trans and non-binary communities at WOW Rotherham.

- Support communities across the borough through the delivery of Community Cohesion Grant fund. The grant programme will work in an inter-cultural manner, providing the opportunity for people from diverse backgrounds to mix, meaning groups must seek to work out-with traditional boundaries. Communities that are particularly susceptible to extremist messaging will be a strong focus of the funding, to ensure that it addresses the priorities.

An economy that works for everyone

Aims for this theme include developing the economy, enhancing skills, and connecting people to opportunities.

Contributing to these aims are a range of regeneration projects for businesses in Rotherham, supporting residents to gain skills and enhance their employment prospects, and the creation of more working opportunities for residents.

Equality analysis and monitoring will be carried out where appropriate to ensure vulnerable residents sharing protected characteristics benefit from this support. Given the difference in average wages between genders in the borough is 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:

- Adoption of Employment and Skills Strategy. An Equality Impact Assessment (EIA) was completed and submitted alongside the Cabinet Report which was approved at Cabinet in Quarter 2.
- Through the Employment Solutions Service, support a minimum of 455 people to access employment, (including training, education, apprenticeships, and paid employment). The Employment Solutions team will engage with vulnerable and socially excluded customers to access training and employment opportunities. This will include cohorts from ethnic minorities, disabled, and special educational needs.
- Develop and implement an apprenticeship action plan that documents the work with partners to develop more apprenticeships across the borough. Consideration will be given to how apprentices from underrepresented communities and demographics can be encouraged to take on apprenticeships.
- Support 25 young people aged 16-25 into paid employment through traineeships and internships as part of the Children's Capital of Culture Programme. This programme is supported with an Equalities Impact Assessment, which focuses on ensuring that opportunities can be accessed by more marginalised groups including working with care experienced young people to provide pathways into employment.
- Implement an Economic Inactivity Trailblazer, providing a new system of support to economically inactive residents to re-enter the workforce. The Trailblazer programme includes a range of named cohorts, who are economically inactive and furthest from the labour market, in the specifications for delivery of engagement and personalised support activity, ensuring they are targeted for support.

- Complete delivery of Phase 2 of the Rotherham Together Partnership's Social Value Action Plan. The social value action plans developed by the Rotherham Together Partners are intended to advance Social Value through procurement across the partnership, supporting more residents into work opportunities – upskilling, new jobs, or apprenticeships as part of a more inclusive economy. VCSE organisations who often represent those with protected characteristics may also benefit from more Social Value commitments in contracts through mentoring and support from larger private sector contractors.
- Develop and deliver a programme of work experience, supported internships, apprentices and graduate schemes to ensure effective career pathways and succession planning. The programme is being reviewed on an ongoing basis with equalities information collected from those participating so consideration can be given to how best to support and encourage those from underrepresented communities and demographics.

Children and young people achieve

Actions under this theme are aimed at ensuring that children and young people have fun things to do, enabling children and young people to thrive, and keeping children and young people safe from harm.

Activities aim to address educational inequalities through collaborative working with schools and partners, so all children are ready to attend school and learn and can 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 in-house residential children's homes will enable looked after children to access the best local placements whilst other 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 fun things to do have also been designed so that accessibility is ensured as much as possible.

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

- Work with children and young people across the borough to deliver events throughout the 2025 Festival Year, celebrating Rotherham becoming the world's first Children's Capital of Culture. The CCoC programme is underpinned by an Equalities Impact Assessment which seeks to ensure representation, access, and inclusion across the programme.
- Submit a bid to the Football Foundation in support of a new multi-use games area in the borough. An Equalities Impact Assessment will identify ways to ensure that this new facility is accessible, recognising the needs of women and girls, disabled people, and low-income families.
- Provide food vouchers to children eligible for free school meals during the school holidays, in line with the package of measures agreed through the Household Support Fund. Free School Meals are means tested and a targeted level of support for pupils from low socio-economic background. Schools provide support to families to ensure all eligible families can access this entitlement. An Equality Screening Assessment was also completed as part of the Cabinet report and budget monitoring arrangements in place for this funding.
- Complete building work on the Special Educational Needs and Disability centre at Eric Manns and hand over to the Rotherham Parents Carers Forum. To finalise and complete the works to the Eric Manns Building. This includes providing adequate meeting and office space that will assist in the Parent Carers Forum and the Council working in Partnership and delivering positive outcomes for young people and their families.
- Deliver Independent Travel Training to at least 30 children and young people to increase independence, through the new Home to School Transport Policy. Independent Travel

Training is a programme specifically designed to promote independence and preparation for adulthood by supporting individuals with specialist education needs, often due to disability.

- Support 27 Rotherham secondary schools and colleges, to enhance their careers provision. Consultation on the project is the responsibility of SYMCA, who run the Careers Hub for the whole of South Yorkshire.
- Implement a new education case management system. An effective education system will provide support to identified cohorts to have enhanced education opportunities and provide support in order that all children and young people have the strongest possible preparation for Adulthood.
- Provide the remaining planned children's in-house residential homes to meet the needs of Rotherham children in care and help make sure they stay in the borough. Including submitting for a third, fourth, fifth, and sixth two-bedroom home. When developing homes for our children and making decisions their heritage, ethnicity and socio-economic background is always considered.
- Plan the implementation of the Families First Partnership Programme and the Family Help Strategy; undertake a comprehensive needs analysis and revise the threshold document. When developing our Family Help strategy for 2024-2029 the Council considered children and their heritage, ethnicity, and socio-economic background.
- Publish a No Family Left Behind (*Rotherham's Commitment to Addressing Child Poverty*) Strategy, championing initiatives and aligning stakeholders to address child poverty. The Child Poverty rate in Rotherham is 31% (2023/24). The wards with the highest number of children living in relative low-income families are Rotherham East Ward (2,445), Boston Castle Ward (1,614 and Rotherham West Ward (1,418). Harnessing resources to prevent and reduce the impact of poverty will improve the life chances and experiences of children affected.

Residents live well

Actions in this area are aimed at supporting better physical and mental wellbeing, assisting people to live independently, safe, and well, and to provide good quality, affordable homes for all.

Within the priority for assisting people to live independently, safe, and well, actions focus on people with learning disabilities, 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, with a range of diverse communities, to ensure that their views are considered 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 ensure that individuals sharing several protected characteristics, and potentially facing multiple barriers, can access the support they need.

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

- Commission an Active Hub to establish referral support for people with long-term health conditions to access physical activity opportunities. The Active Hub has been established to support those with the opportunity to benefit clinically from physical activity. Once established the hub will monitor referrals and access.
- Launch a specialised support service for people who have attempted suicide. Service to focus on those who have attempted suicide and will increase local understanding of the risks to inform wider suicide prevention approaches.
- Complete the building work for Castle View Day Service which will provide new day opportunities for people with high support needs. The design of the service will be co-

produced with people with lived experience through engagement events. Engagement events have already started through the early part of 2025 and will continue as the build progresses.

- Deliver the Rothercare analogue to digital switchover for over 5,000 residents. A full Equality Impact Assessment has been completed to ensure people with care and support needs can continue to utilise Rothercare post the digital switchover. A full Equality Impact Assessment has been completed to ensure people with care and support needs can continue to utilise Rothercare post the digital switchover.
- Launch a new technology service that will provide a broader range of equipment to enable people to remain living at home for as long as possible. An Equality Impact Assessment has been completed to ensure the new technology partner can meet the individual care and support needs of residents. The service will be fully operational during late 2025.
- Agree an updated Domestic Abuse Strategy to continue to improve the support available to victims and the actions taken to address perpetrators of violence and abuse. Domestic abuse causes isolation and exclusion, and by tackling domestic abuse, the well-being and life chances of victims and survivors is improved. Equality monitoring of DA services ensures that any barriers to access and engagement in services experienced by people from protected characteristic groups is identified and remedial actions taken. A new Equality Analysis will be prepared to go alongside the Cabinet report.
- Deliver the Learning Disability Strategy priorities for 2025, which will include a new transition pathway for young people preparing for adulthood, increasing the number of young people accessing employment opportunities and embedding the voice of the young person in their care and support journey. The delivery of the milestones within the strategy are being co-produced with people with lived experience. An Equality Impact Assessment was also progressed as part of the strategy's development.
- Deliver the Council's Local Council Tax Support Top Up scheme, providing up to £126 to working households in receipt of council tax support. Access to the scheme is governed by the Council's approved Local Council Tax Support Scheme which was approved by Cabinet with its own EIA. The scheme is open to those residents who are financially vulnerable and due to the criteria outlined in the Council's Local Council Tax Support policy are eligible for support.
- Agree a new Housing Allocations Policy. All council homes must receive a stock condition survey as soon as possible.

One Council that listens and learns

The One Council theme is focussed around ensuring a better customer experience, working in partnership with our communities, and supporting a workforce that is ambitious. The theme includes priorities and outcomes that reflect how the Council is delivering effective customer services, ensuring residents can access the services that they need, along with an engaged, diverse, and skilled workforce who are empowered to meet the needs of all customers.

The following areas have progressed which have a direct impact on improving equality, diversity, and inclusion outcomes:

- Refresh the Council's Equality, Diversity, and Inclusion Strategy and produce the accompanying Annual Report. In refreshing the Council's EDI strategy, the Council will fulfil its objective under the equality act to review its EDI objectives every three years.
- Embed the Rotherham Adult Social Care Always Listening Co-Production Board (RASCAL) within the approach to change across adult social care. A newsletter for the Board to residents launched in February 2025 to attract new members and regular updates will be provided to residents on the work of the board, opportunities to engage and areas of engagement that residents can be a part of during 2025.

- Co-design a new look tenant engagement framework that strengthens tenant influence in Rotherham and empowers tenants to effectively shape council housing services and enhance their neighbourhoods.
- Refresh the recruitment approach through engagement with our communities and modern recruitment methods, including jobs fairs and partnership working, to ensure the attraction of applicants who are representative of the communities we serve. Support changes to the workforce profile through the recruitment and selection process.
- Deliver 10 engagement events with education establishments and communities to improve awareness and promote the benefits of renewables, carbon reduction, energy management and green skills and jobs. Engagement events within communities will be undertaken on a hyperlocal scale. Materials are largely third party e.g., green doctor support services but information provided but the Council will be assessed to ensure accessibility.

The 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. There will also be targeted work with the Young Employees Network to recruit young people, as well as with the BME network to address recruitment barriers facing this group. This work will help to provide a rich source of knowledge on how the Council can promote being an inclusive employer, along with other insights on attracting applicants and work to strengthen partnerships with local universities and colleges to ensure active promotion of local government careers and Rotherham in particular.

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 Progress Update – Mid-Year Report for 2025/26.
Directorate and service area: Assistant Chief Executive, Policy, Performance and Intelligence
Lead Manager: Fiona Boden
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)
Continue to 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
Judith Badger	Strategic Director of Finance and Customer Services	
Cllr Chris Read	Leader of the Council	

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	8 December 2025
Report title and date	Council Plan and Year Ahead Delivery Plan Progress Update – Mid-Year Report for 2025/26. Cabinet 19 January 2026
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	8 December 2025

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 the Borough 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	The Council is investing £300k in community facilities across the borough to sustain and increase the participation, activities and engagement within them. This includes the Black Hut and Oaklea Retreat. Development of a full business case for the procurement and delivery of a Local Area Energy Plan for Rotherham, including a review of potential external funding opportunities will see further carbon impacts through scheme set up and implementation.	Supporting up to 20 businesses to improve shop units in the town centre and on other principal high streets through the new 'shop units grants' programme will incur carbon emissions due to construction processes.	See actions outlined in the previous column. The YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions. The Council will install two solar (PV) panels on five town centre properties (Tom Burgess House, Arthur Wharton House, Elizabeth House, Portland House; Millford) to provide a revenue income or saving, funded by the Decarbonisation Recycle Fund.	Carbon Impact Assessments required for all Cabinet reports. All emissions from operational buildings are monitored and reported publicly. Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.
Emissions from transport?	None	A Fleet Replacement Plan has been developed, and a fleet programme officer has been appointed. The procurement of all vehicles is due to be completed within this financial year.	Work has continued with South Yorkshire Mayoral Combined Authority regarding the development of the Transforming Cities Fund programme, including the Magna Tram Train project. The Strategic Case for the Mainline Station Project is	See actions outlined in previous two columns. The Independent Travel Training Programme is in place to support children with special educational needs or disabilities who would normally access the	Approaches to monitoring vehicle usage, emissions, and fuel efficiency. Carbon Impact Assessments required for all cabinet reports.

		Supporting the Employment Solutions Service, to help a minimum of 455 people to access employment will result in an increase of carbon emissions related to commuting and job industry emissions.	expected to be completed by Quarter 3 of 2025/26. All these schemes are expected to reduce transport emissions. As part of the Local Neighbourhood Road Safety Programme, schemes in 8 out of 13 wards have been completed – 20 mph zones which work to decrease emissions are included in these schemes.	Council's Home to School transport services. This initiative is promoting more sustainable travel and transport solutions. Work has begun with South Yorkshire Mayoral Combined Authority to progress the next phase of the public EV infrastructure strategy and identify an external funding source. The YADP for 2025-26 includes actions which will contribute to reducing carbon emissions.	Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.
Emissions from waste, or the quantity of waste itself?	None	The proportion of waste sent for reuse (recycling and composting) as of Quarter 2 is 45.12% against the target of 45%. This is slightly above the target for the year however, the data is provisional, the finalised recycling rate figures are based on the three months previous. This is just the percentage of kerbside waste that is collected for recycling, not overall recycling rates.	There may also be increased waste generated as part of construction schemes though it is not currently possible to quantify this.	See actions outlined in previous column. The YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions.	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. Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.
Emissions from housing and domestic buildings?	None	Plans to bring at least 30 long term empty homes back into use through Council support	The Council is continuing to deliver on its commitment to deliver 75 new homes through acquisition either from the private sector or housebuilders	The amount of council housing with an energy performance certificate (EPC) rated C is 60.6% which has exceeded its	Establish housing stock emission baselines, consolidating the available intelligence and gathering further data as required,

		Will increase Carbon emissions through having an increased number of domestic properties in use throughout the borough. Plans to expand the Council's temporary accommodation portfolio to at least 173 homes will also increase emissions through having a higher number of domestic properties in use throughout the borough. The commitment to provide the remaining planned children's in-house residential homes to meet the needs of Rotherham children in care and help make sure they stay in the borough will see a third, fourth, fifth and sixth two-bedroom homes registered for construction which will have a carbon impact in the near future.	with 40 already having been acquired. 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. including: • Under-floor heating – improves the efficiency of the ASHP system and internal space standards on the ground floor. • Solar photo-voltaic panels (PV) – reduces carbon emissions by allowing the homes to self-generate energy and can thereby help reduce energy bills for occupiers. • Mechanical ventilation and heat recovery (MVHR) – improves the efficiency of the ASHP system by allowing air to be recirculated within the dwelling. MVHR can also improve internal air quality, reduce condensation, and help to manage over-heating.	target of 50%. A programme is being developed to deliver the warmer homes funding to improve energy efficiency of circa 996 properties over the next three years. The YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions such as housing and transport schemes.	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. Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.

			Additional airtightness works – reduce heat loss.		
Emissions from construction and/or development?	None	Plans for large scale developments and improvements, such as the Our Places Fund programmes may all have significant effects on carbon emissions. The delivery of our ambitious Council Homes Programme will see new build projects completed in Warden Street in Cankow, Princess Street and Albert Road, the Former Ship Inn Site in Swinton, Maltby, Eastwood, Wath, and on the former Albert Club in West Melton. Completing the building work for Castle View Day Service will ensure increased carbon emissions through construction. Completing the building work on the Special Educational Needs and Disability centre at Eric Manns and hand over to the Rotherham Parents Carers Forum will have a	The works detailed in the previous column will increase overall borough emissions.	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. A full business case is being developed for the procurement and delivery of a Local Area Energy Plan for Rotherham, including a review of potential external funding opportunities. See actions outlined in previous two columns. New YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions.	Carbon Impact Assessments required for all cabinet reports. Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.

		carbon impact because of the construction. The submission of a bid to the Football Foundation in support of a new multi-use games area in the borough will require construction and land redevelopment if successful and will have a carbon impact. The improvement of 4 play areas as part of the Children's Playground Programme will have a carbon impact due to the ongoing construction required. Completing development of plans to RIBA Stage 1 for the next phase of major housing in the town centre and submit ting the 'Regeneration Plan' in response to the Government's new grant fund 'Plan for Neighbourhoods' (formally known as Long Term Plan for Towns) will both incur construction and related emissions impact. Completing landscaping works to the pocket park at			

		Snail Yard will result in redevelopment later and include redevelopment and related carbon emissions. The Whiston Brook, Eel Mires Dyke and Kilnhurst, and Catcliffe Flood Alleviation Schemes will generate redevelopment carbon emissions. The redevelopment works at Rother Valley Country Park will generate redevelopment carbon emissions. Investment of £2 million into footway improvements across the borough to deliver 11km of footway repairs will incur construction emissions. The demolition of Wath library to make way for new facilities will incur construction carbon emissions. Implementation of Phase 1 of the Our Places Fund by starting work on the Swinton & Maltby schemes will incur construction carbon emissions.			

Carbon capture (e.g. through trees)?	None	At least 500 trees will be planted across the borough by the end of the 2025/16 financial year.	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. Deliver 10 engagement events with education establishments and communities to improve awareness and promote the benefits of renewables, carbon reduction, energy management and green skills and jobs.		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. Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.
Identify any emissions impacts associated with this decision which have not been covered by the above fields: 25 ward plans produced and are informed by local communities, many of these include priorities to improve the local environment and tackle climate change. The Climate Emergency Annual Report was presented to Cabinet in February 2025. 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 targets was carried out and new Year Ahead Delivery Plan actions were identified for 2024-25, some of which contributed to reducing carbon emissions across the borough during the financial year. Progress against these have been reported to Cabinet twice a year. Climate Change and reducing emissions has been considered when developing the new Council Plan for 2025-30.					

Will the proposal affect Council services' resilience to climate change, or the capacity of people living in the Borough to adapt to climate change?

A programme of six priority flood alleviation schemes has seen a continuous, 1.6km line of defence completed on the north and west banks of the river Don, where it flows through the town centre: a flood wall, canal barrier and public realm improvements at Forge Island comprise a 0.4km section of these defences. Other priority schemes have been brought to 'shovel ready' status, alongside a programme of small and medium scale works which have delivered reductions in flood risk for local communities, in a 'no regrets' approach to flood risk management.

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 direct emission impacts to consider. Where progress on certain actions has implied a specific definable impact on emissions, this has been included indicatively and an overall likely impact provided. The majority of larger schemes will have had separate climate impact assessments undertaken as part of their approval process.

Supporting information:

Climate Impact Assessment Author	Fiona Boden Head of Policy, Performance and Intelligence Policy, Performance and Business Intelligence ACEX
Please outline any research, data or information used to complete this Climate Impact Assessment.	Directorate Year Ahead Delivery Plan trackers and Performance Data for Quarter 1 and 2 2025/26.
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.	
Validation	Tracking Reference: CIA 567 Louise Preston Climate Change Manager

Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

Strategic Community Infrastructure Levy (CIL) Update

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

Yes

Executive Director Approving Submission of the Report

Andrew Bramidge, Executive Director of Regeneration and Environment

Report Author(s)

Andy Duncan, Planning Policy Manager
01709 823830 or andy.duncan@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

The report summarises the application process for Strategic Community Infrastructure Levy (Strategic CIL) funding that has taken place for the 2025 bidding round. It provides the outcome of the Strategic CIL officer panel assessment of the submitted projects against relevant criteria, to determine the infrastructure that will most support new growth areas and help bring forward development sites to implement the Local Plan.

A list of priority projects is presented in the report, and Cabinet approval is sought for the Strategic CIL funds to be allocated as recommended.

Recommendations

That Cabinet approves the allocation of Strategic CIL funds to the Whiston Brook Flood Alleviation Scheme (£3,000,000).

List of Appendices Included

Appendix 1 Projects Scoring Summary
Appendix 2 Equality Assessment Part A
Appendix 3 Carbon Impact Assessment

Background Papers

[National Planning Policy Framework](#)

[Planning Practice Guidance – Community Infrastructure Levy](#)

[Community Infrastructure Levy Regulations 2010](#)

[Rotherham Local Plan 2013 – 2028](#)

[Rotherham Community Infrastructure Levy](#)

[Infrastructure Delivery Study 2021](#)

[CIL spending protocol – Cabinet, 20/09/2021, item 50](#)

[Strategic CIL application process – Cabinet, 29/07/2024, item 31](#)

[Strategic CIL funding allocations – Cabinet, 10/02/2025, item 122](#)

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None.

Council Approval Required

No

Exempt from the Press and Public

No

Strategic Community Infrastructure Levy (CIL) Update

1. Background

- 1.1 The Council has a Community Infrastructure Levy (CIL) in place for Rotherham, to secure contributions from developers towards infrastructure to support development. CIL payments are required alongside planning permission for certain types of development and work in tandem with payments negotiated as section 106 planning obligations (s106).
- 1.2 The Community Infrastructure Levy Regulations 2010 require CIL funds to be used for “the provision, improvement, replacement, operation, or maintenance of infrastructure needed to support the development of an area”. CIL can be used to provide new public infrastructure or to repair or update existing infrastructure if it is necessary to support development (Planning Act 2008, s216).
- 1.3 The CIL Regulations allow the Council to apply CIL to reimburse expenditure already incurred on infrastructure. Where the Council has borrowed money for the purposes of funding infrastructure, it may apply CIL to repay that money, and any interest, if certain conditions are met.
- 1.4 Rotherham’s adopted Local Plan sets out the type, amount and location of new development in the Borough for the plan period of 2013 to 2028. The Local Plan is the Council’s statutory development plan and defines the “development of an area” that is intended to be supported by infrastructure funded by CIL and s106 obligations.
- 1.5 In line with the CIL Regulations, the total CIL income received by the Council is divided into three “pots”:
 - Strategic CIL (80%) – for infrastructure to support new development from implementing the Local Plan.
 - Local CIL (15%) – passed to parishes for local infrastructure priorities (25% with a Neighbourhood Plan adopted); for non-parished areas, held by the Council to spend in consultation with local communities.
 - Admin (up to 5%) – retained by the Council to cover ongoing administration costs.
- 1.6 In July 2024, Cabinet approved the annual process for the allocation of Strategic CIL funds (Cabinet 29/07/24, minute 31 refers). In August 2024, the Planning Service rolled out the approved process, inviting applications for the first round of Strategic CIL funding. Eight bids were received, of which two projects were subsequently approved for funding by Cabinet in February 2025 (Cabinet 10/02/25, minute 122 refers), namely:
 - Medical Centres Improvements (£256,074).
 - Trans Pennine Trail Community Access (£787,400).
- 1.7 In July 2025, the application process was repeated for the second annual bidding round. Following the application and evaluation process, eleven

applications are considered in this report, including two bids for priority flood schemes. Four applications were submitted by external organisations, with the remainder being Council projects. The applications are summarised below:

- **Manvers White Water, Manvers Lake & Dearne Valley Trust** (£1,400,000)
An international standard flexible paddle sport competition, training and recreational white-water course, which will double up as a swift water rescue emergency services training facility at Manvers Lake.
- **Keppel's Column, RMBC** (£72,879)
Seeking funding to undertake the additional repairs to bring this important part of local heritage and popular visitor attraction back into use.
- **Street Lighting, RMBC** (£13,000,000 full scheme, £4,000,000 main routes only)
Replacement of existing street lighting lanterns with up-to-date LED technology incorporating a central management system.
- **Todwick Roundabout, RMBC** (£8,178,000)
A57 Red Lion Roundabout junction improvements to relieve local congestion.
- **Herringthorpe Athletics, RMBC** (£355,000)
Capital investment to resurface the athletics track at Herringthorpe, home to Rotherham Harriers Athletics Club.
- **NHS GP Improvements, South Yorkshire Integrated Care Board – Rotherham Place** (£219,530)
Funding is sought for general GP surgeries improvements in areas of housing growth.
- **Skills Street Media Suite, Skill Street Trust CIC Ltd** (£68,425)
To create a media zone on Skills Street equipped with a range of audio, video equipment. The media zone will offer visitors the opportunity to engage with various media platforms and participate actively in production environments.
- **South Yorkshire Police, SYP Estates and Facilities Management** (£0)
No scheme details provided, or funding requested. Essentially a holding response asking to be consulted again for future rounds.
- **Whiston Brook Flood Alleviation Scheme, RMBC** (£3,000,000)
One of the Council's six priority flood alleviation schemes designed to reduce flood risk to 53 residential properties. The scheme will provide better flood alleviation to Whiston village.
- **Eel Mires Dike Flood Alleviation Scheme, RMBC** (£3,000,000)
One of the Council's six priority flood alleviation schemes. The scheme

aims to reduce the risk of flooding to 211 residential properties in Laughton Common from Eel Mires Dike and its tributaries.

- **Thrybergh Country Park perimeter path resurfacing, RMBC (£303,349)**
Resurfacing of the perimeter path around the reservoir with a flexi-pave material, to provide an accessible path around the country park.

1.8 In total, the applications seek £29.6m of Strategic CIL funding.

2. Key Issues

2.1 At the time of writing, the Council holds £8,247,797 Strategic CIL. The allocation of Strategic CIL funds is a Cabinet decision and funding applications are invited on an annual basis. The overall fund does not have to be used in any one year, it can be rolled forward fully or in part to accumulate with future CIL payments. Unlike s106 payments, there is no time limit on spending Strategic CIL funds.

2.2 Councils have the flexibility to choose what infrastructure they need to deliver their statutory development plan. The Council's approach establishes a clear relationship between potential projects for Strategic CIL funding and the delivery of the Rotherham Local Plan. The Local Plan is itself informed by the Infrastructure Delivery Study, which sets out the infrastructure required to support the new homes, employment and retail development flowing from implementation of the Plan. It is important that projects satisfy the requirements of the CIL Regulations to avoid any challenge that the funds are not being used appropriately.

2.3 The Council's approach is based on five specific Strategic CIL objectives:

- Improving people's physical and mental health and well-being.
- Reducing the Borough's contribution to and helping to adapt to the effects of climate change.
- Improving movement and enabling better accessibility, particularly by public transport, walking & cycling.
- Expanding economic opportunity & supporting a dynamic economy.
- Creating and supporting safe and sustainable communities.

This broadly reflects the objectives of the Local Plan Core Strategy, Rotherham Council Plan, Social Value Charter for Rotherham and Rotherham Climate Change Emergency Declaration.

2.4 The assessment methodology for Strategic CIL applications was approved by Cabinet (Cabinet 29/07/24, minute 31 refers). The assessment covers key areas for project suitability, in summary:

- Part 1 sets out a series of “gateway tests” that are aimed at ensuring that projects are eligible and suitable for Strategic CIL funding, including whether the project is identified in the Infrastructure Delivery Study.
- Part 2 requires information about the nature and timing of the project.
- Part 3 addresses potential deliverability concerns.
- Part 4 reflects important funding and financial issues.
- Part 5 provides an important link between the infrastructure project and new development, examining the links to allocated sites in the Local Plan and the need for the infrastructure.
- Part 6 enables an assessment of the benefits of the infrastructure project against the Strategic CIL objectives, including its contribution to Social Value.

2.5 The applications for the 2025 bidding round have been assessed by the CIL officer panel, using the Cabinet-approved methodology. Of the eleven applications, five projects passed the gateway tests but only one scored above the 70% threshold that was also applied for the 2024 bidding round:

- **Whiston Brook Flood Alleviation Scheme (£3,000,000)**
One of the Council’s six priority flood alleviation schemes designed to reduce flood risk to 53 residential properties. The scheme will provide better flood alleviation to Whiston village.

Summary assessment: the bid passed the gateway tests, the project is critical infrastructure; detailed costings are provided; permissions and land acquisitions are in place or in progress; project delivery in 2026, with future maintenance funded; project cannot happen without CIL funding; project will protect Whiston village properties and facilitate two large Local Plan housing sites; project benefits align with CIL protocol objectives. Score 71.43%

2.6 The Projects Scoring Summary is attached at Appendix 1. The percentage figure in the final column represents the total score against the criteria and methodology as approved by Cabinet on 29th July 2024.

2.7 A summary assessment of all the submitted projects is given below:

- **Manvers White Water, Manvers Lake & Dearne Valley Trust (£1,400,000)**
Assessment: did not pass the gateway tests (test 1.2: project not required to support Local Plan growth), infrastructure project: desirable

(“critical” scores highest, then “essential”, then “desirable” with lowest score), project can still happen without CIL funding, benefits to delivery of Local Plan housing sites unclear. Score 62.86%

- **Keppel’s Column, RMBC (£72,879)**
 Assessment: did not pass the gateway tests (test 1.2: project not required to support Local Plan growth, test 1.3: project not fully funded), infrastructure project: desirable, benefits to delivery of Local Plan housing sites unclear. Score 67.46%
- **Street Lighting, RMBC (£13,000,000 full scheme, £4,000,000 main routes only)**
 Assessment: did not pass the gateway tests (test 1.2: project not required to support Local Plan growth, test 1.3: project not fully funded), infrastructure project: desirable, no benefits to delivery of Local Plan housing sites. Score 52.06%
- **Todwick Roundabout, RMBC (£8,178,000)**
 Assessment: passed the gateway tests (although marginal as project may not be fully funded if SYMCA or DfT money not confirmed), infrastructure project: desirable, potentially some localised benefits to delivery of Local Plan housing sites. Score 44.76%
- **Herringthorpe Athletics, RMBC (£355,000)**
 Assessment: did not pass the gateway tests (test 1.2: project not required to support Local Plan growth), infrastructure project: desirable, project can still happen without CIL funding, benefits to delivery of Local Plan housing sites unclear. Score 69.68%
- **NHS GP Improvements, South Yorkshire Integrated Care Board – Rotherham Place (£219,530)**
 Assessment: passed the gateway tests, infrastructure project: essential, however unlike 2024 bid no specific GP surgeries are named or detailed costings provided causing some uncertainty about how the Strategic CIL money would be used, benefits to delivery of Local Plan housing sites unclear. Score 53.65%
- **Skills Street Media Suite, Skill Street Trust CIC Ltd (£68,425)**
 Assessment: did not pass the gateway tests (test 1.1: project is not infrastructure, test 1.2: project not required to support Local Plan growth, test 1.3: project not fully funded), infrastructure project: desirable, no benefits to delivery of Local Plan housing sites. Score 56.51%
- **South Yorkshire Police, SYP Estates and Facilities Management (£0)**
 Assessment: did not pass the gateway tests (no scheme details provided or funding requested). Score 12.22%

- **Whiston Brook Flood Alleviation Scheme, RMBC (£3,000,000)**
Assessment: passed the gateway tests, infrastructure project: critical, detailed costings provided, permissions and land acquisitions in place or in progress, project delivery 2026, future maintenance is funded, project cannot happen without CIL funding, project will protect Whiston village properties and facilitate two large Local Plan housing sites, project benefits align with CIL protocol objectives. Score 71.43%
- **Eel Mires Dike Flood Alleviation Scheme, RMBC (£3,000,000)**
Assessment: passed the gateway tests, infrastructure project: critical, draft costings provided, no permissions or land acquisitions in place, multiple landowners, estimated delivery 2028/29, future maintenance funding not secured, project cannot happen without CIL funding at present, will protect properties in Laughton Common although links to Local Plan sites less clear, project benefits align with CIL protocol objectives. Score 59.68%
- **Thrybergh Country Park perimeter path resurfacing, RMBC (£303,349)**
Assessment: passed the gateway tests, infrastructure project: desirable, maintenance relies on existing revenue funds, project can still happen without CIL funding/other funding available but seeking 100% CIL funding, benefits settlements/borough although links to Local Plan sites less clear. Score 66.19%

3. Options considered and recommended proposal

- 3.1 Considering the eligible project and the level of funding requirement, the suggested options to allocate Strategic CIL from the 2025 applications are:
- 3.2 **Option 1: Allocate Strategic CIL funds to:**
 - Whiston Brook Flood Alleviation Scheme (£3,000,000)
- 3.3 This would utilise £3,000,000 of the Strategic CIL funding pot with the remaining £5,247,797 rolled forward to future bidding rounds.
- 3.4 It would be prudent to retain some Strategic CIL funds as there are some safeguarded land sites in the Local Plan coming forward for housing sooner than expected. This is due to the Government's planning reforms and higher housing target for Rotherham, and the effect this has on the Council's five-year housing land supply. Consequently, the Council may require the option to allocate Strategic CIL to new or improved infrastructure near these sites in future bidding rounds, should that prove to be necessary and subject to successful bids.

3.5 Option 2: Do not allocate Strategic CIL to any projects from the 2025 applications and roll forward the funds

3.6 Should Cabinet decide not to support the eligible project that is currently not fully funded (Whiston Brook FAS), then progress would not be made on delivering the infrastructure project as set out in the Infrastructure Delivery Study, hindering future development and growth within the Borough. Justification would be required on why the eligible project is not supported and this option would fail to demonstrate how the Council will address the pressures that new development places on communities across the Borough.

3.7 Option 1 is the recommended option.

4. Consultation on proposal

4.1 The Strategic CIL application pack was sent to over 100 internal and external infrastructure and service provider contacts. Clarification was provided on requests to potential bidders on the process, bid requirements and timetable. Reminders were sent to all contacts prior to the end of the consultation period, which was open from 25 July to 19 September 2025.

4.2 Internal service providers have been consulted through the same mechanisms, and Corporate Finance has been consulted on existing capital programme projects funded by prudential borrowing, to consider the submission of any applications that may be eligible for Strategic CIL funding.

4.3 The Cabinet Member for Transport, Jobs and the Local Economy and the Capital Programme Monitoring and Delivery Board have been briefed on the application process and outcome.

4.4 As part of the commitment to transparency, and to inform future applications, unsuccessful applicants will receive feedback on the outcome and scoring of their applications.

5. Timetable and Accountability for Implementing this Decision

5.1 For internal Council projects, officers would progress the relevant capital programme process to allocate the approved Strategic CIL funds and set up expenditure codes.

5.2 Although there are none in this current bidding round, for external projects, officers would seek an appropriate legal agreement with the provider to ensure the transfer of the approved Strategic CIL funds meets Council financial procedures. The agreement would also include appropriate reporting requirements and safeguards to claw back the funds if not spent appropriately.

5.3 The CIL Regulations require CIL charging authorities to publish annual statements on their website to provide transparency on CIL income and spending. The projects approved for Strategic CIL would be included in the Council's Infrastructure Funding Statement.

6. Financial and Procurement Advice and Implications

- 6.1 CIL can be spent on a wide range of infrastructure, provided it supports the development of the area, so it can fund both new and existing projects within the capital programme. As of November 2025, the Council has £8.2m of CIL available for use. If option 1 is agreed, there will be £5.2m remaining.
- 6.2 Whilst there are no direct procurement implications associated with the recommendation to allocate CIL monies to the projects identified, it must be noted that where the Council related project engages the use of external Contractors, this will require adherence to the Council's Financial and Procurement Procedure Rules as well as the relevant procurement legislation (Public Contracts Regulations 2015 or the Procurement Act 2023) subject to the route to market selected, which should be appropriately considered when considering project timescales.

7. Legal Advice and Implications

- 7.1 The Council has a Community Infrastructure Levy (CIL) in place pursuant to the Community Infrastructure Levy Regulations 2010 as amended (the Regulations). CIL payments are required to be paid in relation to certain types of development. The Regulations require funds to be used for the provision, improvement, replacement, operation or maintenance of infrastructure needed to support the development of an area. The Council now holds CIL funds and subject to the content of this report and to the provisions of the Regulations and the Planning Act 2008, may choose to allocate funds to projects or to hold the funds for future spend in future financial years.

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.

10. Equalities and Human Rights Advice and Implications

- 10.1 An equalities screening assessment has been carried out and is attached as Appendix 2.
- 10.2 The screening assessment concludes that equalities analysis is not required given the overarching nature of the process to allocate Strategic CIL, whilst recognising that equalities consideration is included in the criteria to assess and prioritise individual projects.

11. Implications for CO2 Emissions and Climate Change

- 11.1 A carbon impact assessment has been carried out and is attached as Appendix 3. (Ref. CIA 565)
- 11.2 The assessment concludes that the Strategic CIL allocation process is designed to prioritise and allocate funds to infrastructure projects to support growth promoted by the Local Plan. The Local Plan itself was subject to and refined by Sustainability Appraisal as part of its drafting, so its implementation inherently promotes sustainable development. Reducing emissions and safeguarding the natural environment is included in the criteria used to assess and prioritise projects for Strategic CIL funding.

12. Implications for Partners

- 12.1 Partners and stakeholders have been consulted and engaged in the Strategic CIL application process. Ongoing strategic planning by stakeholders should lead to potential projects being identified for future bidding rounds. This will also assist with updating the Infrastructure Delivery Study, which will be required for the new Local Plan.

13. Risks and Mitigation

- 13.1 The Council is required to spend Strategic CIL funds in line with the CIL Regulations. The CIL application and assessment process requires a range of information to be submitted about the project's deliverability, funding, development impacts and benefits. This is designed to ensure that projects funded by Strategic CIL are eligible, and to give confidence that the project has been subject to development work and would provide community benefits.
- 13.2 The application process set out in this report has taken place in line with the Cabinet-approved process to minimise the risk of challenge to the Council or harm to public perceptions of the Council's probity.

14. Accountable Officers

Andrew Bramidge, Executive Director of Regeneration and Environment

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	John Edwards	23/12/25
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	18/12/25
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	18/12/25

Report Author: Andy Duncan, Planning Policy Manager
01709 823830 or andy.duncan@rotherham.gov.uk

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

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Appendix 1, Strategic Community Infrastructure Levy

Project name	Total cost	CIL requested	CIL %	Settlements and Sites to benefit	Passed gateway tests?	Score %
01 Manvers White Water	14,000,000	1,400,000	10%	Wath upon Dearne, Rotherham Urban Area; no sites specified	NO	62.86
02 Keppel's Column	106,267	72,879	69%	Rotherham Urban Area; H37, H38, H39, H40, H97, H98	NO	67.46
03 Street Lighting	13,000,000	13,000,000	100%	Rotherham Borough; no sites specified	NO	52.06
04 Todwick Roundabout	9,400,000	8,178,000	87%	Dinnington, Anston and Laughton Common; H75, H76, H78, H79, H80, E13, E14, E15	YES	44.76
05 Herringthorpe Athletics	450,000	355,000	79%	Rotherham Urban Area; H29, H30, H34, H35, H96, H58, H61, H62, H64, H65	NO	69.68
06 NHS GP Improvements	219,530	219,530	100%	Rotherham Urban Area, Maltby and Hellaby, Wickersley Bramley and Ravenfield Common, Aston Aughton and Swallownest; H1, H2, H69, H14, H15, H16, H18, H19, RB2020/1779, H58, H62, MU22	YES	53.65
07 Skills Street Media Suite	68,425	68,425	100%	Aston Aughton and Swallownest, Rotherham Borough; no sites specified	NO	56.51
08 SY Police	0	0	0%	No settlements or sites specified	NO	12.22
09 Whiston Brook FAS	5,750,000	3,000,000	52%	Whiston; H34, H35	YES	71.43
10 Eel Mires Dike FAS	9,000,000	3,000,000	33%	Laughton Common; H75, H78	YES	59.68
11 Thrybergh CP path	303,349	303,349	100%	Thrybergh, Dalton, Rawmarsh, Greasbrough, Kilnhurst, Aldwarke, Sunnyside, Ravenfield, Hooton Roberts, Swinton and Wath-upon-Deerne; H26, H32, H31, H25, H24, H15, H52, H51, H16, H14, H13, H11, H10, H64, H65, H49, H50, H48	YES	66.19

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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: Strategic Community Infrastructure Levy	
Directorate: Regeneration and Environment	Service area: Planning, Regeneration and Transport
Lead person: Andy Duncan	Contact: 01709 823830
Is this a:	
☒ Strategy / Policy	☐ Service / Function ☐ Other
If other, please specify	

2. Please provide a brief description of what you are screening
The Community Infrastructure Levy (CIL) is a charge that councils can apply to new development to raise funds for local infrastructure. Rotherham's CIL Charging Schedule was adopted by the Council on 7 December 2016 and came into force on 3 July 2017. Most of the CIL income held by the Council is for strategic infrastructure across the borough to support growth promoted by the Local Plan. The purpose of the report is to set out the progress of inviting and considering applications for Strategic CIL funding for infrastructure projects and recommend to Cabinet to support the use of Strategic CIL funding for the eligible projects in Rotherham.

Appendix 2

A list of priority projects is presented in the report, seeking approval for the Strategic CIL funds to be allocated as recommended.

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.

Appendix 2

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?**

Infrastructure funding is required to support the growth promoted by the Local Plan. The plan was subject to extensive public consultation over a number of years, culminating in a public examination by a government-appointed planning inspector. The plan was supported by an Integrated Impact Assessment, which included an Equalities Impact Assessment (EqIA). In doing this, the effects of the planned growth on all sections of the community were comprehensively assessed; the plan was then passed by the inspector and subsequently adopted by the Council.

The EqIA for the Local Plan is in two parts, available on the website:

<https://www.rotherham.gov.uk/downloads/file/310/adopted-core-strategy-integrated-impact-assessment> (pages 309-374)

<https://www.rotherham.gov.uk/downloads/file/487/sites-and-policies-document-integrated-impact-assessment-report-volume-3-assessment-of-policies> (pages 236-290)

The outputs and recommendations arising from the EqIA were taken into account in drafting the policies of the Local Plan. Therefore, any subsequent measures to implement the Local Plan as adopted reflect the equalities assessment and the outputs and recommendations, previously undertaken and included within the accompanying IIA. Funding infrastructure to support growth is key to successfully implementing the plan.

An update to the evidence base, used to assess the equalities impacts, has been prepared to support the most recent Regulation 18 Consultation on the Core Strategy Partial Update (CSPU) (July 2024) here: <https://rotherham-consult.objective.co.uk/kpse/event/01D87F0C-49EE-4D63-8CBF-BBB3E45CCED5>

Appendix B of CD02 provides the Equalities Impact Assessment for those policies (including CS1) to be updated and chapter 3 'Sustainability Context' provides the relevant updates to the baseline information.

To contribute to the infrastructure funding required, the Council has implemented a Community Infrastructure Levy (CIL) charge for Rotherham. This was also subject to public consultation and public examination, prior to being adopted by the Council.

Infrastructure needs have been assessed in an Infrastructure Delivery Study, which has had input from service providers internal and external to the Council. In doing this, the infrastructure needs identified have taken account of providers' views, which are informed by their assessment of the effects on service users, equality, diversity and accessibility. The Cabinet report concerns prioritising, allocating and spending Strategic CIL fund on infrastructure. At this stage, it identifies a list of projects that are eligible to receive funding.

Appendix 2

• Key findings The provision of infrastructure aims to ensure the Local Plan is delivered to its fullest extent and ensure there are benefits to local people arising from new development opportunities; and that any impacts on the community and wider environment are mitigated in accordance with the vision of the Local Plan: “to minimise inequalities through the creation of strong, cohesive and sustainable communities”. Strategic CIL funds will be used for infrastructure, such as road improvements, extra school places, improved greenspaces, public transport improvements and flood alleviation schemes benefitting all sections of the community. Supporting the infrastructure development will have an overarching benefit to the communities of all groups.	
• Actions The use of Strategic CIL funds for infrastructure schemes is a positive and proactive approach to ensuring that the Local Plan and its policies can be implemented to its fullest extent. The process will assist the Council in achieving the best possible outcomes from new development opportunities for its own communities and all people.	
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
Nigel Hancock	Head of Planning and Building Control	24/11/2025

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	14/11/2025

Appendix 2

Report title and date	Strategic Community Infrastructure Levy
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 19 January 2026
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	4 December 2025

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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 the Borough 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?	None				
Emissions from waste, or the quantity of waste itself?	None				
Emissions from housing and domestic buildings?	None				
Emissions from construction and/or development?	Increase	There would be some emissions from the construction of all new infrastructure.		In designing and implementing schemes, the relevant Council service would seek to reduce emissions and contractors would be encouraged to consider emissions.	Ongoing traffic flows and air quality monitoring.

Carbon capture (e.g. through trees)?	Decrease		Positive impact on carbon sequestration (net negative emissions) from the landscaping and planting for the flood scheme.		
Identify any emissions impacts associated with this decision which have not been covered by the above fields:					

Will the proposal affect Council services' resilience to climate change, or the capacity of people living in the Borough to adapt to climate change?

Yes, the proposed schemes for Strategic CIL funding will improve Council services' resilience to climate change. Whiston Brook flood alleviation scheme will reduce the risk of flooding in affected areas and improve traffic flows in the event of a flood, with direct benefits for people's safety, avoided travel disruption and avoided productivity loss/economic cost of flooding. . Planting and landscaping for the scheme may promote infiltration and slow surface water flows.

Provide a summary of all impacts and mitigation/monitoring measures:

The Council's Local Plan provides a long-term development strategy for the Borough, setting out policies and proposals for new development. The CIL spending process is designed to prioritise and allocate Strategic CIL funds to infrastructure schemes to support growth promoted by the Local Plan. The Local Plan itself was subject to sustainability appraisal as part of its drafting, so its implementation inherently promotes sustainable development.

The Council's Infrastructure Delivery Study identifies a broad range of infrastructure which could have impact on emissions including water, flood risk, broadband & telecommunications, energy, green infrastructure/environment, transport, health, emergency services, cultural and community facilities, education, libraries, and waste.

All development is likely to have an impact on carbon emissions. However, the infrastructure projects have been carefully considered against sustainability principles and carbon emissions can be considered at the project delivery stage.

Supporting information:	
Climate Impact Assessment Author	Andy Duncan Planning Policy Manager Planning and Regeneration Regeneration and Environment
Please outline any research, data or information used to complete this Climate Impact Assessment.	Infrastructure Delivery Study • https://www.rotherham.gov.uk/downloads/file/2396/rotherham-2020-infrastructure-delivery-study-march-2021 Local Plan Integrated Impact Assessment • https://www.rotherham.gov.uk/downloads/download/37/local-plan-core-strategy-documentation • https://www.rotherham.gov.uk/downloads/download/64/local-plan-sites-and-policies-documentation Supplementary Planning Document No. 2 Air Quality and Emissions • https://www.rotherham.gov.uk/downloads/file/1783/spd2-air-quality-emissions-june-2020-
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
Validation	Tracking Reference: CIA 565 Arthur King Principal Climate Change Officer

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