

OVERVIEW AND SCRUTINY MANAGEMENT BOARD

Date and Time:- Wednesday 4 June 2025 at 10.00 a.m.

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

Membership:- Councillors Steele (Chair), Bacon (Vice-Chair), Allen, Baggaley, Blackham, Brent, A. Carter, Keenan, McKiernan, Monk, Tinsley and Yasseen.

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

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

AGENDA

1. Apologies for Absence

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

2. Minutes of the previous meeting held on 14 May 2025 (Pages 5 - 15)

To consider the minutes of the previous meeting of the Overview and Scrutiny Management Board held on Wednesday 14 May 2025 and to approve them as a true and correct record of the proceedings and to be signed by the Chair.

3. Declarations of Interest

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

4. Questions from Members of the Public and the Press

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

5. Exclusion of the Press and Public

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

Items for Pre-Decision Scrutiny

In accordance with the outcome of the Governance Review in 2016, the following items are submitted for pre-scrutiny ahead of the Cabinet meeting on Monday 9 June 2025. Members of the Overview and Scrutiny Management Board are invited to comment and make recommendations on the proposals contained within the report.

6. Finance Update - June 2025 (Pages 17 - 32)

Report from the Strategic Director of Finance and Customer Services.

Recommendations:

That Cabinet:-

1. Note the update on the revenue budget financial outturn 2024/25.
2. Note the Council's progress on the delivery of the Local Council Tax Support Top Up payment.

7. Social Value Annual Report (Pages 33 - 68)

Report from the Assistant Chief Executive.

Recommendations:

That Cabinet:-

1. Receive the annual report, noting the social value commitments along with outcomes delivered.
2. Approve the use of the new national TOMs (Themes, Outcomes, Measures) as detailed in Appendix 2.
3. Approve that the key priorities for 2025 include:
 - a. Continuing the work on employee ownership.
 - b. Delivering the partnership social value action plan with Social Value Portal, working towards the delivery of increased social value commitments across Rotherham's anchor network.
 - c. Delivering further support to local businesses through the UK Shared Prosperity Fund social value project.
 - d. Upskilling Council staff through training initiatives and one-to-one support.

8. Employment Solutions 2025-26 (Pages 69 - 96)

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

Recommendation:

That Cabinet note the proposed Employment Solutions targets and milestones for 2025-26.

For Information/Monitoring:-

9. OSMB Work Programme 2025-2026 (Pages 97 - 99)

To consider the Board's Work Programme.

10. Work in Progress - Select Commissions

To receive updates from the Chairs of the Select Commission on work undertaken and planned for the future.

11. Forward Plan of Key Decisions

To review and identify items for pre-decision scrutiny from the Forward Plan of Key Decisions.

[Link to the latest Forward Plan of Key Decisions.](#)

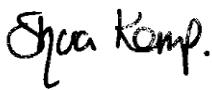
12. Call-in Issues

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

13. Urgent Business

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

**The next meeting of the Overview and Scrutiny Management Board
will be held on Wednesday 2 July 2025
commencing at 10.00 a.m.
in Rotherham Town Hall.**



**SHARON KEMP OBE,
Chief Executive.**

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OVERVIEW AND SCRUTINY MANAGEMENT BOARD
Wednesday 14 May 2025

Present:- Councillor Steele (in the Chair); Councillors Bacon, Baggaley, Blackham, A. Carter, Marshall, McKiernan, Tinsley and Yasseen.

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

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

115. MINUTES OF THE PREVIOUS MEETING HELD ON 8 APRIL 2025

Resolved: That the Minutes of the meeting of the Overview and Scrutiny Management Board held on 8 April 2025, be approved as a true record.

116. DECLARATIONS OF INTEREST

There were no declarations of interest.

117. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

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

118. EXCLUSION OF THE PRESS AND PUBLIC

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

119. NEW COUNCIL PLAN AND YEAR AHEAD DELIVERY PLAN

The Chair invited the Leader of the Council, Councillor Read to introduce the new Council Plan and Year Ahead Deliver Plan, supported by the Chief Executive, Sharon Kemp OBE and the Assistant Chief Executive, Jo Brown.

The Leader introduced the presentation and made the following points:

- The Council Plan was a strategic document that set out the vision, priorities, and objectives for the next five years.
- The Year Ahead Delivery Plan sat underneath the Council Plan and detailed all the key activities for the next year.
- The Council Plan was structured to ensure a "golden thread" from the council's vision down to individual staff objectives.
- The Council would carry forward any objectives not delivered in the previous Year Ahead Delivery Plan.
- Consultation was conducted between September and November 2024, and included online surveys, focus groups, and public engagements at various locations such as Clifton Park, Dinnington,

Maltby, Aston, and Rawmarsh.

- The consultation resulted in 2,000 interactions.
- Some positive aspects reported in the consultation included access to green spaces, the physical environment, so close to amenities and easy of travel between places, and the community spirit.
- Some areas for improvement highlighted in the consultation were community safety, tackling antisocial behaviour, cleaner streets, road improvements, and town centre regeneration.
- The new plan focused on outcomes rather than just outputs.
- There were five main themes to the new Council Plan which were:
 - Thriving, safe and clean places.
 - An economy that works for everyone.
 - Children and young people achieving.
 - Residents living well.
 - One council that listens and learns.

The Chief Executive continued the presentation and made the following points:

Thriving, Safe, and Clean Places:

- This theme focused on vibrant communities, better public spaces, town centre revitalization, and community safety.
- This built on the work already undertaken through the Thriving Neighbourhood Strategy, ward plans and the investment throughout the borough.
- Some of the key actions would be the launch of the Street Safe team, redevelopment of Rother Valley and Thrybergh Country Parks, and investment in community facilities.

Economy that Works for Everyone:

- This theme focused on support for local businesses, enhancing skills, and connecting people to opportunities.
- This focused on having a comprehensive package of support and advice that enabled businesses to start, develop and grow along with building on the Council's award-winning Social Value Policy and activity.
- Some of the key actions would be support for 20 businesses to improve shop units in the town centre, economic inactivity trailblazer to help those who were economically inactive to re-enter the workforce, and new tram train stop at Magna, working with partners.

The Assistant Chief Executive continued the presentation and made the following points:

Children and Young People Achieving:

- This theme focused on the following three priorities:
 - Fun activities.
 - Enabling children to thrive.

- Keeping them safe from harm.
- The key actions for this theme were the investment in Clifton Park water splash facility, the legacy program from Children's Capital of Culture, and improving access to youth activities.

Residents Living Well:

- The Council had made significant strides in enabling residents to lead happier, healthier and more independent lives.
- The theme focused on:
 - Better physical and mental wellbeing.
 - Independent living.
 - Affordable homes.
- The actions for this were the launch of a specialized support service for people who had attempted suicide, the completion of Castle View Day Centre, and the continuation of the Council Homes delivery program.

One Council that Listens and Learns:

- This theme would build on the success to date, in terms of being a Council that listened and learned and worked with communities in a strength-based approach recognising it could not do everything itself.
- The theme focused on improving customer experience, working with community partnerships, workforce development, and addressing climate change.
- The actions being undertaken were reducing customer wait times, new consultation software, modern recruitment methods, and the installation of solar panels on town centre properties.

The Chair invited members of the Overview and Scrutiny Management Board (OSMB) to raise questions and queries on the points raised earlier.

Councillor Blackham raised concerns about the consultation process and felt it was skewed towards the town centre, suggesting the more is done to engage with the outlying wards of the borough. The Leader acknowledged there was always a challenge for the Council in terms of engaging residents on corporate consultations. It was understandable that more responses came from the central urban areas, as that was where the bulk of the population for the borough lived. It was noted that more of an effort was made to engage with areas of the borough where engagement with the Council had been lower, but it was acknowledged that more could be done. The Leader felt it had been a reasonable sample of opinions from across the borough and had included engagement with partners and stakeholders.

Councillor Brent questioned the absence of children's services as a priority and emphasized the need to make children's services a priority in voters' minds. The Leader noted that when consulting with people in broad terms their priorities were the ones that affected most people, however when in the world of social care, there were a relatively small

number of people who were affected, albeit in a profound way. The Leader felt that people should be informed about the way the Council needed to spend its funding, but the Council should be informed by the consultation results, not bound by them. The Council Plan had chosen to have a priority for children who were less advantaged.

Councillor McKiernan sought further information regarding the new business start up initiative. The Strategic Director for Regeneration and Environment explained the Council's business support team provided business advice to people interested in setting up new businesses. In the last couple of years that team had supported around sixty new business set up each year with a target of 70 for this year. It was clarified that no direct financial support was provided to those businesses. The Leader clarified that the Council did offer some business productivity grants to existing businesses who meet the criteria.

Councillor Yasseen welcomed the continued investment in housing, roads and road safety, free school meals. It would be beneficial to understand what the proposals looked like from a ward perspective.

Councillor Yasseen emphasized the need for a robust policy on children's attainment and addressing child poverty and suggested focusing on free school meals and pupil premiums. The Leader indicated that the Plan measured GCSE results because it was the key national indicator or success through the first sixteen years of a child's life. The roles of Council's in education had been rolled back substantially over the course of the last 20 years so the Council's ability to intervene, even in terms of school improvement, was greatly reduced. The Council was dependent on schools / academies purchasing services to address some of those challenges, although the Council had strong engagement with schools. The Leader confirmed that work was being undertaken to develop an appropriate strategy to address this area.

The Vice-Chair felt the consultation had been focused heavily on the town centre and it would have been good to capture more rural villages as part of it. The Vice-Chair went on to highlighted issues raised within the consultation regarding antisocial behaviour and cleaner streets. The Vice-Chair suggested moving from a perception-based approach to a prevention mindset. The Leader felt there was a particular challenge around perceptions within the town centre and the likelihood of them coming to harm in that place. The proposal around street safety was to provide a degree of assuredness, which helped to tackle some elements of antisocial behaviour along with people's perceptions. Where problems were a reality, the Council would want to see those addressed along with helping their perceptions so that they could go about their daily lives, freely and confidently. The Leader confirmed that more investment had been made to provide additional street cleaning, and more grass cutting.

The Vice-Chair said that he understood that some residents were indicating that some bins had been left unemptied for long periods of time.

To address this query the Chair asked the Strategic Director of Regeneration and Environment to provide a schedule of when bins were emptied in each ward of the authority, including details of how many times those bins have been missed and why they've been missed. Members of OSMB could then discuss if this should be considered as part of it's work programme for 2025-2026. The Leader noted that members had a responsibility to raise repeated issues in their locations through their neighbourhood and ward-based teams.

The Vice-Chair felt an issue raised as part of the consultation was the roads and pavements and queried if micro asphalt would used to resurface pavements? The Strategic Director for Regeneration and Environment explained the individual treatment would depend on the situation at the time but might include that treatment or could include other treatments.

Councillor McKiernan inquired about the climate change actions in the plan, noting that there were only four actions within the Year Ahead Delivery Plan. The Leader indicated the Council had a Climate Change Action Plan that was reviewed annually.

Councillor Tinsley noted the introduction of route optimisation software for bin collections and suggested setting more ambitious targets for green flag status parks. The Leader noted a piece of work being undertaken which considered the way the Council looked after its green spaces, which may include aspect of improving the quality of them.

The Vice-Chair raised concerns the Uley reservoir had been left behind with improvements being made elsewhere. Concerns were also raised regarding road safety, and it was his understanding that no action could be taken until there was a death. The Leader explained that a decision had been taken as a result of the funding available that capital works at Thrybergh and Rother Valley County Parks would be prioritised. The Leader clarified that the legal requirement in terms of road safety related to fatalities, but this did not mean that nothing could be done until someone was hurt. Additional funding had been made available for the local road safety neighbourhood schemes. This wasn't an infinite amount of cash so there was a limit on works that could be undertaken in a particular area, but work was undertaken locally by ward members in each ward which went towards address some of those road safety concerns. The Chief Executive explained that colleagues in the road safety team were very passionate and cared deeply that residents and everyone who used the borough could do so safely but that they enacted their job in line with national legislation.

Councillor Yasseen queried some of the data provided within the equality analysis and suggested that it should be clarified. The links within the plan to the South Yorkshire Mayoralty were noted and queried how councillors could engage with that in terms of governance, transparency and accountability. The Chair explained that the South Yorkshire Mayoral

authority had a scrutiny body, of which he and the Vice-Chair were members of and could scrutinise the Mayor, his activities and policies. He noted that members of the public could ask questions at those meetings. The Leader noted that members could influence the way the Council did business in the normal ways. The Chair noted that consideration would be given as to how members on the Mayoral Scrutiny group could report back to this Council's Overview and Scrutiny Management Board.

Resolved: That the Overview and Scrutiny Management Board supported the recommendations that Cabinet:

1. Recommend to Council that the Council Plan 2025-30 be approved.
2. Agree the Year Ahead Delivery Plan for 2025-26.
3. Note that future progress reports will be presented to Cabinet in January and July 2026.

Further actions that arose from discussions were that:

- OSMB requested a schedule of when bins were emptied in each ward of the authority, including details of how many times those bins have been missed and why they've been missed.
- OSMB requested that consideration be given to widening the consultation process for future significant projects:
 - A suggestion to consider utilising members in their ward capacity to support consultations.
 - Another suggestion to consider was the collection of consultees postcodes to give an indication of which area of the borough they were from.

120. REVIEW OF THE NON-RESIDENTIAL CHARGING POLICY

The Cabinet Member for Adult Social Care and Health presented the report explaining that the Council charges for social care based on the ability to pay. The policies for non-residential charges were last reviewed in 2019, and it was recommended that another review be undertaken after five years. The report sought approval to consult on introducing two changes to the non-residential element of the policy and incorporating residential charging into a new combined policy.

Regarding the proposal to abolish the maximum charge it was noted that the current policy capped the amount charged for home care, direct payments, and support for living at the standard rate for in-borough residential care (£690 a week). The proposal was to remove this cap, affecting those assessed as able to pay more but currently subsidised by others.

Concerning the proposal to charge a fee for arranging care for self-funders it was noted that the Council had the right to charge for arranging care for people who funded their care themselves. The proposed fee was around £250 a year, affecting 224 people currently in this category.

As regards to the proposal regarding the inclusion of all disability benefits in financial assessments, it was noted that this proposal was considered but not recommended for inclusion in the consultation.

The consultation would be conducted through an online questionnaire and face-to-face drop-in sessions over a 12-week period during the summer. Letters would be issued to inform people of their opportunity to provide feedback. The outcome of the consultation exercise would inform a future joint residential and non-residential charging policy for adult social care, subject to Cabinet approval before the end of 2025.

The Strategic Director for Adult Care, Housing and Public Health clarified that this was part of the process in terms of seeking approval to consult but explained that the Council had gone through a process of reviewing the non-residential policy and upon legal advice, felt the residential and non-residential charging policies should be combined. This would be a new policy even though there would not be any material changes.

The Chair highlighted that additional benchmarking information had been circulated by email outside of the meeting to members of the Overview and Scrutiny Management Board.

The Chair invited members of the Overview and Scrutiny Management Board (OSMB) to raise questions and queries on the points raised earlier.

Councillor McKiernan asked for clarification on what the lower middle rate and higher rate was? The Strategic Director for Adult Care, Housing and Public Health explained that the numerous benefits discussed came at different rates depending on the assessment that the person had received in terms of their needs by benefit agencies. There could be a lower rate and a higher rate or different rates within that which were dependent on the assessment for the disability benefit. The Cabinet Member for Adult Social Care and Health explained that people were asked a number of questions about things such as feeding, washing, their mobility, and interactions with the social environment etc. That led to a point score for each of the criteria, meaning that if the threshold for lower payment was reached, then that would be what was received, more points would mean you received a higher rate. It was a points-based system based on need.

Councillor A Carter expressed concerns about removing the maximum charge for non-residential care and the administrative charge for self-funders for organising care. He highlighted the risk of inadequate home care leading to higher long-term costs. He emphasized that inadequate home care could lead to increased morbidity and mortality, and potentially higher costs for the council eventually.

The Strategic Director for Adult Care, Housing and Public Health explained this was the reason for the consultation to understand what the challenges were, and the issues residents could have with the proposal. No one wanted to see people without the appropriate care, the

appropriate delivery. A number of people chose not to be financially assessed, which was their own choice, and they could choose to ask the Council to organise their care or do it themselves. The Council would offer support as needed but the principle of being able to charge for that service when someone was able to pay the full cost of their care.

Councillor Blackham suggested a tiered charge based on the level of council involvement. He emphasized the need for value for money and that charges should reflect the amount of effort put in by the council.

The Strategic Director for Adult Care, Housing and Public Health explained this was around the principle of charging for a service when someone was deemed able to pay the full cost of care. Other authorities used this approach, and it was something to look into as part of the consultation process.

Councillor Yasseen stressed the importance of effective engagement and mitigating risks. She suggested profiling to identify and address potential gaps. She also highlighted the need for transparency in what the charges covered along with ensuring that no one was left behind due to affordability issues.

The Strategic Director for Adult Care, Housing and Public Health welcomed the point raised around helping people to understand the breakdown of any proposed charges and what that included. He clarified that the advice and information provided was around the procured services, which were under contract. The Council had a flexible purchasing system, where everyone was vetted, and every provider reviewed under the CQC rating. The Council also had its own internal quality assurance process to ensure services were up to scratch and good. The Council wanted to move to co-production and had a co-production board.

Councillor A Carter noted that the Carbon Impact Assessment and the Equality Impact Assessments seemed superficial and further work would be required to truly consider the potential impacts associated with the proposal. The Strategic Director for Adult Care, Housing and Public Health explained there was no proposed implementation at this time, only a consultation. The report submitted following the consultation process would include more information about the impacts of any proposals. He provided assurance that the Council's commitment to prevention was key in getting help, advice, and information at the earliest stage to residents.

Councillor Marshall raised concerns about the accessibility of the consultation for service users who may not be online. She stressed the need for face-to-face sessions to ensure that everyone affected has the opportunity to provide feedback. She questioned the rationale behind the annual fee and whether it would be fair for those requiring minimal input from the council.

The Strategic Director for Adult Care, Housing and Public Health said it was known that some local authorities charged an initial fee and then a smaller fee in consecutive years, so anything was possible in terms of that charging process.

Councillor Brent sought clarification on whether the assessments for disability benefits were based on national or local definitions, highlighting concerns about the potential impact on service users. He pointed out the need to understand the definitions of need and how they were assessed.

Councillor McKiernan inquired about the potential budget impact of the proposed changes and whether they would significantly improve the budget situation. The Strategic Director for Adult Care, Housing and Public Health said he could not answer that question but felt proposals would increase the income into the Council.

Resolved: That the Overview and Scrutiny Management Board supported the recommendations to Cabinet which proposes:

That approval is given to consult on a new Adult Care Charging Policy, that includes both non-residential and residential charging and will include consideration of the following areas:

1. The removal of the maximum charge for non-residential care, while maintaining the minimum charge of £1. **Recommended.**
2. The introduction of an administrative charge for organising care for people who fund their own care. **Recommended.**
3. The inclusion of all disability benefits when carrying out non-residential financial assessments for services. **Not Recommended.**

121. WORK PROGRAMME

At the Chair's invitation the Governance Manager provided an update on the work programme as detailed below:

- The Spotlight Review into Life Saving Equipment:
 - An initial meeting was held on 7 May.
 - Further information on bylaws, education, and other aspects would be provided by the Assistant Director within the next two months.
 - A further meeting would be scheduled to take this forward.
- The Grass Cutting and Grounds Maintenance Review:
 - An initial meeting was also held on 7 May.
 - A presentation was being prepared around the subject matter and the previously considered scope.
 - Availability from members of the review group was being sought to hear the presentation and progress the review.

Resolved: That the Overview and Scrutiny Management Board:

1. Approved the current work programme.
2. Agreed that the Governance Manager be authorised to make any required changes to the work programme in consultation with the Chair/Vice Chair and reporting any such changes back at the next meeting for endorsement.

122. WORK IN PROGRESS - SELECT COMMISSIONS

Cllr Brent, as a substitute member from the Improving Lives Select Commission advised that the Commission had received and scrutinised reports on the Local Kinship Care offer, including an update on the new procedures, expectations and polices, a progress update on the Youth Justice Service, which included an update on the new inspection framework and the Domestic Abuse Strategy 2022-2027.

The Improving Lives Select Commission had also scrutinised the Family Prosperity Strategy, before it would be presented to Cabinet for consideration. The Commission felt that the Strategy successfully highlighted the activity in Rotherham to address child poverty and support children and families experiencing poverty. The Commission was interested in Gulliver's Skills Street, the available community mental health support for children and adults, activities for families in school holidays, and the impact of family hubs. A recommendation was provided by the Commission that further information should be included in the strategy about how support for children and families experiencing poverty can be accessed. To address this, further additional information was added into the relevant sections of the Strategy.

The Improving Lives Select Commission had completed a scoping session for a suggested review of "Trauma and Children Missing Education", which had been suggested by a member of the Commission. Members contributed to developing the scope for the review and were happy to take the review forward.

Councillor Yasseen, Vice-Chair of the Health Select Commission advised that an annual update on the adult mental health pathway had been received. The Commission had held a closed session on the oncology transformation programme, focusing on making cancer services more accessible locally. The Commission was in the process of conducting the annual quality account reviews for the hospital, ambulance service, and RDaSH.

123. FORWARD PLAN OF KEY DECISIONS - 1 MAY 2025 - 31 JULY 2025

The Board considered the Forward Plan of Key Decisions 1 May 2025 to 31 July 2025 and agreed to consider three items at the next meeting: financial monitoring update, social value annual report, and employment solutions 2025-2026.

Resolved: That the items discussed in the Forward Plan be submitted to June's OSMB meeting for pre-decision scrutiny.

124. CALL-IN ISSUES

There were no call-in issues.

125. URGENT BUSINESS

There were no urgent items however the Chair offered the Boards thanks to Councillor Marshall for all the work she's undertaken on behalf of OSMB over the last twelve months and wished she well with her proposed appointment to the Cabinet.

The Chair looked forward to welcoming Councillor Allen, Councillor Brent and Councillor Monk to the Board, depending on the outcome of the coming Council meeting where committee appointments would be considered.

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Committee Name and Date of Committee Meeting

Cabinet – 09 June 2025

Report Title

Finance Update

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

Yes

Strategic Director Approving Submission of the Report

Judith Badger, Strategic Director of Finance and Customer Services

Report Author(s)

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Ward(s) Affected

Borough-Wide

Report Summary

This report provides an update to Cabinet on a number of financial matters. The report is provided as an interim update for Cabinet, following on from the approval of the Budget and Council Tax 2025/26 report at Council on 5 March 2025 and in advance of the Financial Outturn 2024/25 report and May Financial Monitoring 2025/26 report to be submitted to Cabinet in July 2025.

This report also provides an update on the Council's administration of the Local Council Tax Support Top Up payments.

Recommendations

That Cabinet:-

1. Note the update on the revenue budget financial outturn 2024/25.
2. Note the Council's progress on the delivery of the Local Council Tax Support Top Up payment.

List of Appendices Included

Appendix 1 – Initial Equality Screening Assessment (Part A)

Appendix 2 – Carbon Impact Assessment

Background Papers

Budget and Council Tax Report 2024/25 to Council on 28 February 2024

December Financial Monitoring Report to Cabinet 10 February 2025

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

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

Finance Update

1. Background

- 1.1 This report is provided to update Cabinet on a number of financial and budget matters following on from the approval of the Budget and Council Tax 2025/26 report at Cabinet on 10 February 2025 and at Council on 5 March 2025.
- 1.2 The report provides an interim update to Cabinet in advance of the more detailed Financial Outturn 2024/25 and Financial Monitoring 2025/26 reports which will be submitted to Cabinet on 7 July 2025.

2. Key Issues

2.1 Revenue Budget Financial Outturn 2024/25

- 2.1.1 The Financial Outturn 2024/25 report to Cabinet in July 2025 will set out the full details of expenditure against budget for 2024/25, revenue and capital, along with an updated analysis of revenue reserves and an updated position of the Capital Programme.
- 2.1.2 The Financial Monitoring Report 2024/25 submitted to Cabinet on 10 February 2025 was based on the financial monitoring position as at December 2024, which outlined that the Council anticipated an overspend of £3.1m. This forecast position was also outlined in the Budget and Council Tax 2025/26 report which was submitted to the same Cabinet meeting and to Council on 5 March 2025. The overspend was to be funded from Reserves as approved at Council as part of the Budget and Council Tax 2025/26 report. However, the report noted that the Council's intention was to further improve that outturn position in the remainder of the financial year, if possible, to help reduce the call on reserves.
- 2.1.3 The actual financial outturn position reflects an overspend of £0.3m for the financial year 2024/25. This position includes a final overspend of £12.8m across the core directorates services, however, the directorate overspend was partially offset by the planned £6.9m corporate budget risk contingency within Central Services approved within the Council's Budget and Council Tax Report 2024/25. Taken with savings delivered from the Council's Treasury Management Strategy, the final underspend in Central Services was £12.5m, which reduced the Council's overall outturn to a £0.3m overspend. This was an improvement of £2.8m from the December Financial Monitoring reported to February Cabinet, as service areas delivered savings ahead of year-end, maximised grant allocations, improvements in income were recognised and the Council generated further savings in Treasury Management.

2.1.4 The main reasons for the improvement in the Directorate outturn position are as follows, though more detailed narratives will follow in the Financial Outturn report to Cabinet in July 2025:

- Children & Young People Services' overspend for the year of £5.0m is lower (by £0.4m) than the position reported in December 2024. The reduction is due to increased staffing vacancies and maximising the use of grant funding to support the directorate's position. The reported position is inclusive of recovery plan savings implemented since Autumn 2024 and achieved without adverse impact on services.
- Adult Care, Housing & Public Health overspend has increased by £0.2m to £6.2m, as additional staffing costs and placement costs were offset by slippage in some Public Health programmes.
- Regeneration and Environment Services' outturn position has decreased, with a final outturn of £3.2m; £1.7m lower than December's forecast. This position is due to various improvements across the Directorate, particularly due to increased income, grant maximisation and lessening of key overspends such as Waste and Home to School Transport.
- Assistant Chief Executive underspend has increased by £0.2m to £0.5m due to vacancy control and maximisation of grant usage to support the overall Council position without adversely impacting service delivery.
- Finance and Customer Services underspend has increased by £0.3m to £1.1m due to maximisation of grants, further vacancies and work undertaken to reduce print and post costs in Corporate Services.

2.1.5 Central Services delivered an underspend of £12.5m resulting from the £6.9m corporate budget risk contingency approved within the Council's Budget and Council Tax Report 2024/25, along with savings made in year from the Treasury Management function.

2.1.6 The improvement in the treasury outturn position reflects the Council's approach to only borrow for cash flow purposes when required and maximise the benefits of the local authority lending market. It is also linked to slippage on the Capital Programme that has reduced the need to borrow during 2024/25.

2.1.7 The improvements in the Directorate forecast outturns represent a positive direction of travel for the Council's finances and a significant improvement from the £3.1m forecast overspend reported in the December Financial Monitoring to Cabinet in February. This prudent financial management will be important in managing future budget pressures given the known volatility in external factors and key financial challenges that were highlighted in the Council's Budget and Council Tax Report 2025/26. This improved position means the Council's Reserve balances also remain stronger than had been

projected when setting the 2024/25 and 2025/26 revenue budgets, this helps to ensure the Council has a robust financial position.

- 2.1.8 The Council's Budget and Council Tax report 2024/25 included the delivery of £9.904m savings, to be delivered across the Directorates. The Council can confirm that £5.002m of delivery has been secured in year. The biggest challenge on delivery related to CYPS Placements which has resulted in the Council being unable to fully deliver it's savings programme by 31st March 2025.

Table 1: Delivery of Savings agreed as part of the 2024/25 Budget and MTFS

Directorate	2024/25 Plan (Total Permanent and Temporary)	2024/25 Total delivered	Variance To Be Delivered in 2025/26
	£000	£000	£000
ACHPH	1,998	1,998	-
CYPS	5,850	1,059	4,791
R&E	1,411	1,300	111
FCS & ACX	645	645	-
Total Savings	9,904	5,002	4,902

- 2.1.9 Children in Care placement savings within CYPS have not been delivered due to the following factors:
- The number of external residential care placements is higher than planned for the year, with costs exacerbated by a number of unexpected high tariff and costly placements in the year;
 - The in-house residential programme is behind planned schedule due to planning issues and subsequent delay in adaptation works to properties.
- 2.10 Children in Care placement projections for 2025/26 are currently being reviewed with operational leads which should give a clearer position on the timeframe for delivering this saving in full.
- 2.11 The economic climate during 2024/25 remained challenging. Inflation has reduced significantly; however, this doesn't mean that prices are falling, just that the rate of increase is slowing, and higher prices have become embedded in the Council's base costs. These financial challenges are being regularly reviewed as part of the Council's ongoing Medium Term Financial Planning.

2.2 CYPS Fostering Allowances and Skills Payments 2025/26

- 2.2.1 Fostering Allowances are statutorily uplifted annually each year by Government and for 2025/26 the confirmed uplift rate is 3.55%. This uplift will result in an increase in the following payments: Foster Care Allowances, Special Guardianship Orders, Child Arrangements Orders and Adoption Allowances. The total uplift cost is estimated at £341k, which compares favourably to the inflation cost (£669k) agreed for 2024/25 - based on a 6.88% uplift rate.
- 2.2.2 In addition, it was agreed at Cabinet in October 2022 that the skills payments annual uplift would also be uplifted at the same rate as the Fostering Allowances. As a result, skills payments would be uplifted in 2025/26 by 3.55% at a cost of £58k.
- 2.2.3 In addition to the above, budget provision was made for inflation on CYPS LAC placement costs. Work is still ongoing with residential care home and fostering agency providers to confirm uplift rates for 2025/26. Whilst the outcome is largely unknown, early indication is that actual inflation uplift cost would be within the budget provision. This will be closely monitored through the Council's management of the Medium Term Financial Strategy.

2.3 Local Council Tax Support Top Up Scheme

- 2.3.1 Council approved, as part of the Council's Budget and Council Tax Report on the 5 March 2025, continuation of Local Council Tax Support Top Up Scheme to run during 2025/26. The scheme will provide an additional award during 2025/26 of up to £126.12 additional support to low income households most vulnerable to rising household costs, through reduced Council Tax bills. The application of the scheme includes all those becoming eligible up to and including 31 March 2026. The 2025/26 scheme has commenced and at the time of writing a total of £1.486m has been awarded across 14,632 accounts, with 12,681 of these accounts being reduced to nil. Those bill payers in receipt of this award have been provided with a Council Tax bill that shows the top up support from the Council along with a letter explaining the reason for the award.
- 2.3.2 The estimated scheme costs are between £1.7m and £1.9m. As agreed in the Budget Report to Council 5 March 2025, this will be funded by a combination of the Household Support Fund for 2025/26 and the Local Council Tax Support Grant Reserve.
- 2.3.3 The 2024/25 Local Council Tax Support Top Up scheme provided additional support of up to £121.96 to low income households most vulnerable to rising household costs, through reduced Council Tax bills. A total of £1.696m has been awarded across 17,422 accounts with 10,684 being reduced to nil in 2024/25.

3. Options considered and recommended proposal

3.1 This report is retrospectively updating on outcomes and outputs from the Councils revenue outturn position and a host of key schemes where the approach has already been approved by Cabinet.

3.2 Cabinet are asked:

1. That the update on the revenue budget financial outturn 2024/25 be noted.

2. That the Council's progress on the delivery of the Local Council Tax Support Top Up payment be noted.

No alternative options have been considered.

4. Consultation on proposal

4.1 Consultation with residents, business and partners was undertaken as part of the development of the 2024/25 budget setting and then again as part of budget setting for 2025/26.

4.2 Officers in relevant Council services along with VCS partners have been engaged in producing the recommended options for allocation of HSF.

5. Timetable and Accountability for Implementing this Decision

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

6. Financial and Procurement Advice and Implications

6.1 The financial implications are contained within the main body of the report.

6.2 There are no direct procurement implications arising from this report.

7. Legal Advice and Implications

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

8. Human Resources Advice and Implications

8.1 There are no direct HR implications with the content in 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 The objectives for the use of Household Support Fund targets towards vulnerable households including families with children and people with disabilities. The fund will contribute to addressing economic and social inequalities. It will have a positive equalities impact. Equalities data will be collected as part of administering the programme of support.
- 10.2 An Initial Equality Screening Assessment (Part A) has been completed and is attached as Appendix 1.

11. Implications for CO2 Emissions and Climate Change

- 11.1 There are no direct climate change implications arising from this report.

12. Implications for Partners

- 12.1 The report includes reference to partnership working with the voluntary sector as part of the Household Support Fund.

13. Risks and Mitigation

- 13.1. Budget management and spending controls remain as set out within the Council's Financial and Procurement Procedure Rules.

14. Accountable Officers

Rob Mahon - Assistant Director, Financial Services

Approvals obtained on behalf of Statutory Officers:-

	Named Officer	Date
Chief Executive	Sharon Kemp	23/05/2025
Assistant Director, Financial Services (Deputy S.151 Officer)	Judith Badger	21/05/2025
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	21/05/2025

*Report Author: Natalia Govorukhina, Head of Corporate Finance
Natalia.Govorukhina@rotherham.gov.uk*

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

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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.

1. Title

Title: Finance Update

Directorate: Finance and Customer Services

Service area: Finance

Lead person: Rob Mahon

Contact number: 01709 254518

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 Council's Financial Outturn report.

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

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

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

The report also references the use of the Household Support Fund (HSF) grant for Local Council Tax Support Top Up Scheme. The objective for the use of the HSF targets towards vulnerable households including families with children and people with disabilities. The fund will contribute to addressing economic and social inequalities. Equalities data will be collected as part of administering the programme of support. A complete equality analysis was completed as part of the HSF report which sets out the positive equalities impact of the fund.

3. Relevance to equality and diversity

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

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

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>		X
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>		X
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>		X

Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		X
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		X
If you have answered no to all the questions above, please explain the reason		
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	
<p>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.</p> <p>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.</p> <p>Please provide specific details for all three areas below and use the prompts for guidance.</p>	
<ul style="list-style-type: none"> How have you considered equality and diversity? 	N/A
<ul style="list-style-type: none"> Key findings 	N/A
<ul style="list-style-type: none"> Actions 	
No further action or a full equality assessment is required.	
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
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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	29/04/2025

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	29 April 2025
If relates to a Key Delegated Decision, Executive Board, Council or a Significant Operational Decision – report date and date sent for publication	Outturn 2024/25 Finance Update Report to Cabinet 9th June 2025
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	9 May 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				
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:

None – this report constitutes an update on previous activity.

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	Natalia Govorukhina Head of 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: CIA462 Louise Preston Climate Change Manager

Committee Name and Date of Committee Meeting

Cabinet – 9 June, 2025

Report Title

Social Value Annual Report

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

Yes

Strategic Director Approving Submission of the Report

Jo Brown, Assistant Chief Executive

Report Author

Sunday Alonge

Policy Officer

Assistant Chief Executive's Directorate

Sunday.alonge@rotherham.gov.uk

Wards Affected

Borough-Wide

Report Summary

Each year a report is presented to Cabinet updating on progress towards the priorities set out in the Council's Social Value Policy, including the amount of social value committed and delivered through Council contracts. Priorities are also set for the following 12 months.

Since the last annual report in March 2024, good progress has continued to be made in achieving the aspirations set out in the Policy. Social value commitments now stand at £32m and, importantly these commitments are increasingly translating into delivery with the validated social value delivered totalling £12.3 million.

Recommendations

That Cabinet:-

1. Receive the annual report, noting the social value commitments along with outcomes delivered.
2. Approve the use of the new national TOMs (Themes, Outcomes, Measures) as detailed in Appendix 2.
3. Approve that the key priorities for 2025 include:
 - a. Continuing the work on employee ownership.

- b. Delivering the partnership social value action plan with Social Value Portal, working towards the delivery of increased social value commitments across Rotherham's anchor network.
- c. Delivering further support to local businesses through the UK Shared Prosperity Fund social value project.
- d. Upskilling Council staff through training initiatives and one-to-one support.

List of Appendices Included

- Appendix 1 Social value commitments and delivery table
- Appendix 2 TOMs system old to new mapping
- Appendix 3 Social value case studies
- Appendix 4 Initial equality screening assessment (form A)
- Appendix 5 Carbon impact assessment

Background Papers

Social Value Policy (2024 - 2027)

Centre for Local Economic Strategies – Progressive Procurement in Rotherham

Consideration by any other Council Committee, Scrutiny or Advisory Panel

NA.

Council Approval Required

No

Exempt from the Press and Public

No

Social Value Annual Report

1. Background

- 1.1 In October 2019, the Council adopted a Social Value Policy, which, along with its accompanying toolkit, set out how social value would be maximised in the Borough.
- 1.2 Each year, Cabinet receives a report on progress against the agreed policy priorities, including key actions set out in the previous report, and sets priorities for the year to come. Key actions for 2024 were:
- **Community wealth building** by growing employee and worker-owned businesses in the borough.
 - **Building the capacity of local SMEs** through additional tailored support, including one-to-ones and group sessions.
 - **Maximising social value opportunities** and commitments through local market analysis.
 - **Developing the local anchor network** by working with anchor organisations to help them develop social value approaches and processes.
- 1.3 In developing the annual progress report, data is included on social value commitments in the previous year (from November to November). The amount of social value commitment achieved is determined by the scale, number and type of contracts let each year.

2. Key Points

- 2.1 This section of the report covers the following two elements:
- The annual report, setting out progress in the delivery of the Social Value Policy over the last year.
 - The proposed priority actions for 2025/26.
- 2.2 **Progress in delivering actions in 2024/25**
- 2.2.1 Continuing to achieve the outcomes and priorities in the Social Value Policy is an evolving process, with key priorities agreed each year through the annual report. Progress against the key priorities for 2024/25 is summarised in the table below, with further details in sections 2.7 and 2.8:

2024/25 Priorities	Actions undertaken
Community wealth building by growing employee and worker-owned businesses in the borough	<p>Rotherham Investment and Development Office (RiDO) business advisors have been given training on employee ownership and are able to help organisations who express an interest in transitioning to employee ownership.</p> <p>An employee ownership hub manager has recently started in post, to promote employee ownership as a potential model.</p>
Building the capacity of local SMEs through additional tailored support, including one-to-ones and group sessions	<p>The Chamber of Commerce partnered with Go4Growth to deliver four 'meet the buyer' events, primarily targeting local SMEs. Each event had a particular focus, covering the construction industry, anchor institutions, manufacturing and retail. Over 400 Rotherham business representatives attended across the four events.</p> <p>Go4Growth delivered a series of supplier sessions, for example on navigating the Procurement Act, which were attended by over 50 businesses. Ten businesses received follow up one-to-one support.</p> <p>Responding to feedback from local voluntary, community, and social enterprise (VCSE) sector organisations, a tailored social value training package for successful bid writing has been developed for the sector. This will be delivered by RMBC, VAR, and Go4Growth, with the first session due in June 2025.</p>
Maximising social value opportunities and commitments through local market analysis.	<p>Two social value officers have been recruited via Social Value Portal. Their focus is on further developing and embedding processes and practice that aid delivery of the Council's social value aspirations. This includes working with suppliers to maximise the delivery of social value commitments.</p> <p>Go4Growth are providing training and support to local businesses to help develop the market and increase the potential for social value delivery. Over 60 learners completed a bid skills course and 43 completed a social value course.</p> <p>Rotherham Business Growth Board is helping to promote the social value agenda across the local</p>

	business community, with the annual social value showcase in July 2024 also raising awareness of the benefits and opportunities.
Developing the local anchor network by working with anchor organisations to help them develop social value approaches and processes	The first stage of the Rotherham Together Partnership (RTP) Social Value project, co-produced by Social Value Portal and local partner organisations, has been completed. This included the development and agreement of a joint action plan and collective success measures. Partners have established clear senior accountability for social value and have assigned champions responsible for operationalising social value in each organisation. Phase 2 of the project is now underway, which involves building capacity and capability within partner organisations to take forward and embed social value.

2.3 Social value committed and delivered measured by National TOMs

- 2.3.1 The National Themes, Outcomes and Measures (TOMs) framework, developed by the National Social Value Task Force, provides a clear definition of social value and a corresponding measurement tool for transparent and robust reporting.
- 2.3.2 The TOMs comprise over 100 measures, across five themes:
- **Jobs:** Promoting Local Skills and Employment.
 - **Growth:** Supporting Growth of Local and Small Business.
 - **Social:** Healthier, Safer and more Resilient Communities.
 - **Environment:** Protecting and Improving Our Environment.
 - **Innovation:** Promoting Social Innovation.
- 2.3.3 The Council has selected measures from the National TOMs that will positively impact the economic, social, and environmental wellbeing of the Rotherham community. These TOMs focus on Employment and Skills, directing suppliers to deliver additional benefits in this area.
- 2.3.4 Appendix 1 provides details of the measures that the Council's suppliers have committed to and delivered against on contracts procured and awarded between December 2019 and November 2024. Highlights are provided below.
- 2.3.5 The table in Appendix 1 details various units of measures, such as the number of people benefiting, training hours, and tonnes of carbon saved. It also presents monetary values, using proxy values for many of the TOMs. These proxy values represent the societal value if these measures are delivered. The information below provides details of both the units and their corresponding monetary values.

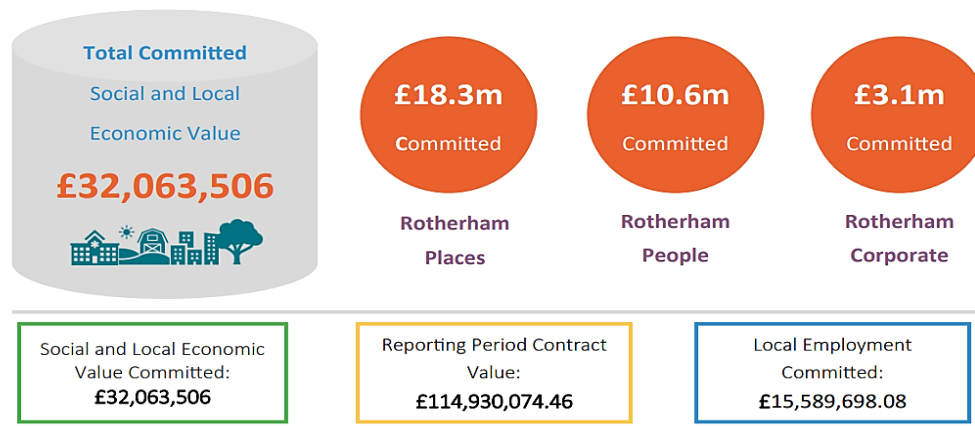


Diagram 1: Total Value of Social Value Commitments (**Note:** The total value is actual, but the figures for Places, People, and Corporate are rounded and may not sum exactly).

- 2.3.6 Since the introduction of the Social Value Policy, the total social and local economic value (SLEV) committed has continued to increase. It has risen from £27.8 million in the 2024 annual report to £32 million in this year's report, representing a net increase of £4.2 million or 15%.
- 2.3.7 It should be noted that these figures exclude the housing repairs contracts with Equans and Mears Group. These contracts were awarded prior to the Social Value Policy's implementation in 2019 and, as such, did not include social value commitments in the same way the Council now obtains them. Despite that, Equans and Mears have been delivering social value through their contracts. Mears have delivered a confirmed £3.1m of social value validated and both organisations have significant sums of data to be validated in future periods. Due to the contract being signed prior to the Social Value Policy's implementation, the £3.1m of social value delivered by Mears is not included in any of the figures or infographics below. Comprising a range of activities, the social value Mears has delivered has included:
- 447 weeks of apprenticeships
 - 13.4 weeks of training opportunities to staff on contracts
 - 38.5 staff hours visiting local schools and colleges
 - 15.4 weeks of meaningful work placements
 - 129.5 hours of 'support into work' assistance (mock interviews, CV advice etc.) to people seeking to access work
 - 105.89 Full Time Equivalent jobs provided to local people
- 2.3.8 The categories of Places, People, and Corporate (shown in Diagram 1 above) are procurement terms used to group similar types of expenditure:
- **Rotherham Places:** covers construction, facilities management, environment, and transport.
 - **Rotherham People:** includes commissioned services for residents, such as health and social care provision.

- **Rotherham Corporate:** encompasses contracts that support the operational running of the Council, including ICT, temporary labour, training, and PPE.

2.3.9 Of the three categories, Places has seen an absolute increase of £1.4 million or 8.3%, rising from £16.9 million to £18.3 million. People achieved the largest absolute increase of £1.7 million or 19%, growing from £8.9 million to £10.6 million. Corporate saw a significant absolute increase of £1.2 million or 63% (the largest percentage increase of the three categories), from £1.9 million to £3.1 million.

Promote Local Skills and Employment



21.84 FTE of long term unemployment individuals to be hired on contracts (NT3).



1850.1 weeks of training opportunities to be offered on contracts (BTEC, City & guilds, NVQ, HNC) (NT9).



22,364.5 to be delivered in dedicated hours to support young people into work (NT7 /NT11).

Protecting and Improving our environment

4601 tonnes CO2e to be saved on contract (NT31).



Diagram 2: Outputs on Local Skills and Employment, and Environmental Protection

2.3.10 Key commitments for promoting local skills and employment include:

- **Training weeks committed:** increased from 1,526 in the 2024 annual report to 1,850 this year, a net increase of 324 weeks or 21%.
- **Value of supporting young people:** rose from £1.7 million to £2.44 million, a net increase of £743,000 or 44%.
- **Full-time equivalent (FTE) long-term unemployed hired on contracts:** increased from 19 to 21.84 over the year, a net increase of 2.84 FTEs or 15%. This covers commitments under TOM NT3 and is separate from the broader local employment commitment under TOM NT1.
- **Tonnes of CO2e saved:** Increased from 4,369 to 4,601 since the 2024 annual report, a net increase of 232 tonnes or 5.3%.



Diagram 3: Support to Local VCS Groups and Local Spend in Rotherham on Supply Chain Contracts

- 2.3.11 Support and value for local Voluntary, Community, and Social Enterprise (VCSE) and community groups have increased significantly. The provision of equipment and resources rose from £121,200 in the 2024 annual report to £178,400 this year, a net increase of £57,200 or 47%.
- 2.3.12 The local economic value derived from using the local supply chain also saw a substantial rise, increasing from £10.9 million to £19.3 million over the same period. This represents a net increase of £8.4 million or 77%. Additionally, a total of £14,000 was committed to monetary donations in 2024/25.

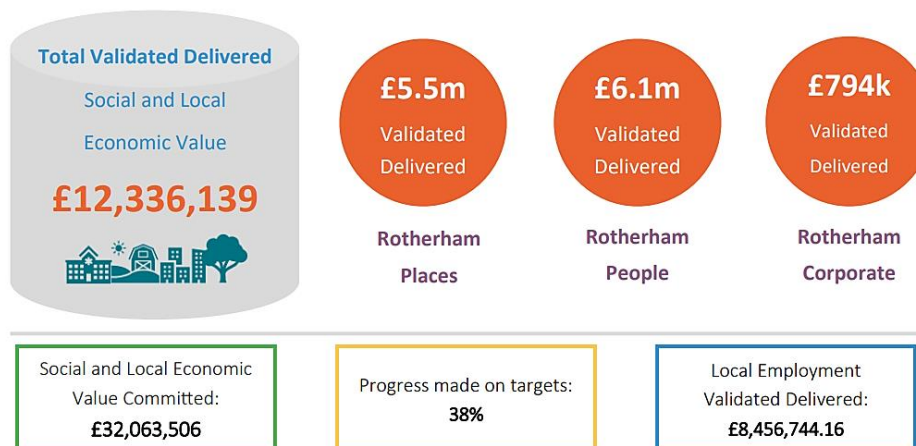


Diagram 4: Social Value Commitments Delivered

- 2.3.13 Importantly, over the past year, the total validated social value delivered has increased significantly, rising from £8 million in the last annual report to £12.3 million. This represents a net increase of £4.3 million or 54%.
- **People:** increased from £4.4 million to £6.1 million, a net increase of £1.7 million or 38%.

- **Places:** delivered the largest absolute increase, rising from £3.5 million to £5.5 million, a net increase of £2 million or 57%.
- **Corporate:** saw a substantial increase from £82,000 to £794,000, a net increase of £712,000 or 868% (the largest percentage increase).

Promote Local Skills and Employment



308.22 FTE of Local direct employees hired or retained on contract (NT1/a/c).



695 weeks of apprenticeships delivered on contracts Level 2,3, or 4+ (NT10).



£479,684 delivered in social value for support to assist unemployed individuals into work (under and over 24 y.o.) (NT7/NT11).

Protecting and Improving our environment

1093.7 tonnes CO2e saved on contract (NT31).



Diagram 5: Local Skills & Employment and Environmental Protection Units Delivered

- 2.3.14 Notable achievements in "promoting local skills and employment" include:
- **Apprenticeships:** The number of apprenticeship weeks has increased from 487 in the last annual report to 695 this year, a net increase of 208 weeks or 43%.
 - **Support for Unemployed Individuals:** Funding to assist unemployed individuals has nearly doubled, rising from £247,000 to £480,000, a net increase of £233,000 or 94%.
 - **CO2 Saved:** The amount of CO2 saved now stands at 1,094 tonnes, with a proxy value of £245,000.

Supporting VCSE's & Community Groups



Local Spend in Rotherham

£2,676,073 of Social Value created as a result of local supply chain on contracts (NT18).



Diagram 6: Support for VCSE and Community Groups Delivered Along with Local Spend

- 2.3.15 Support for Voluntary, Community, and Social Enterprises (VCSEs) and community groups has seen significant growth:

- **Equipment and Resources Donated:** Increased from £26,500 to £82,000 over the year, a net increase of £63,500 or 240%.
- **Expert Business Advice Hours:** Provided to VCSEs and Micro, Small, and Medium Enterprises (MSMEs) increased from 56 hours to 234, a net increase of 178 hours or 317%.

2.4 Local spend

- 2.4.1 The amount of Council expenditure being spent locally has continued to increase from £77.2m in 2022/23 to £105.5m in 2023/24. This is an increase of £28.3m or 36.7%. Whilst a greater absolute amount of council expenditure is being spent locally, the proportionate share of expenditure has decreased from 27.9% in 2022/23 to 24% in 2023/24.

2.5 TOMs system change

- 2.5.1 Changes were made to the National TOMs system in 2024, with new themes, outcomes and measures. There is also new in-depth guidance and simplified language.
- 2.5.2 Through its Social Value Policy, the Council selected the TOMs it would use to measure social value committed in contracts and delivered by suppliers. Following the changes to the National TOMs system there is a need to review the Council's existing measures. A mapping exercise has been carried out (see appendix 2) showing Rotherham's current TOM set and the changes to this in the new system. This mapping exercise has indicated that the changes posed are relatively minor and predominantly related to efforts to simplify the language used. There are two exceptions to this though, with the first relating to NT31 (tonnes of CO₂ emissions saved on contract) being removed (which was the only environmental measure with a proxy value) and alternative measures are proposed for inclusion as a consequence within the appendix. Secondly, it should also be noted that NT12 now only covers Not in Education, Employment or Training (NEETs) and no longer includes student work experience and placements, which would now be captured under NT100 (employment taster days).
- 2.5.3 The Social Value Portal has recommended that all users should move to the updated system and use the new measures. There is no additional cost to this and it will have no detrimental impact on the Council, however, it will enable continued comparisons to be made with other areas. Therefore, it is recommended to approve the revised proposed measures and that these are updated accordingly within the Council's Social Value Policy.

2.6 Living Wage

- 2.6.1 The Council achieved accreditation as a Living Wage employer from the Living Wage Foundation in September 2021. In 2024, this status was successfully

retained for a third year. As a result, the Council can continue to display the Real Living Wage logo in its communications and publicity materials.

- 2.6.2 Currently, the Council ensures that all its staff receive the Real Living Wage, which stands at £12.60 per hour. Additionally, the Council is committed to extending this standard to all in scope contracts.

2.7 **Social value event 2024/25**

- 2.7.1 The annual social value showcase for 2024 took place in July, attracting 67 attendees, including 38 from the private sector and 29 from the public sector. The event featured several workshops covering key issues such as supply chain opportunities and bidding for public sector contracts.

2.8 **UK Shared Prosperity Fund (UKSPF)**

- 2.8.1 The Rotherham UKSPF social value project saw Go4Growth and Barnsley and Rotherham Chamber deliver a series of events and interventions in 2024/25 to support local businesses. This included:

- Over 60 learners completing a bid skills course and 43 learners completing a social value course.
- Over 198 Rotherham attendees at Chamber Means Business event.
- 55 Rotherham attendees at Meet the Buyer anchor organisations event and 120 at Meet the Buyer construction industry event, which also featured 12 Rotherham-based exhibitors.
- 13 Rotherham representatives attended a strategic roundtable discussion on the retail, hospitality and leisure industry.
- 52 Rotherham-based providers attended virtual events hosted by Go4Growth.
- A total audience of 8,591 engaged with social value social media posts across various channels.
- 10 businesses had coaching sessions via Teams, resulting in 18 follow-up one-to-one sessions.

- 2.8.2 Appendix 3 includes several case studies that help to bring some of the activity described above to life and describe the real life impact on residents and communities.

2.9 **Key actions and development for 2025/26**

- 2.9.1 The key actions for 2025/26 build on the progress made in 2024/25. This includes advancing the community wealth-building aspirations set out in the Social Value Policy, as well as continuing the partnership programme with anchor organisations, and delivering further staff training, particularly aiming to ensure that social value commitments are delivered through effective contract management. This is supported by investment from the Council's budget and further funding that has been secured from UKSPF, which will also enable continuation of the work with local businesses delivered by the Chamber and Go4Growth.

2.10 Continuing the work on employee ownership

- 2.10.1 An employee ownership hub manager has now been recruited. The role will be responsible for promoting employee ownership and leveraging wider networks to grow employee-owned businesses throughout the borough, recognising that this can bring many benefits such as increased employee engagement, motivation and productivity. The hub manager will formulate a strategy for promotion and wider engagement, including raising awareness of business support and skills development programmes that can aid companies in transitioning to employee ownership.

2.11 Continue to develop anchor networks

- 2.11.1 Following the work undertaken in 2024/25, supported by UKSPF, to develop the Rotherham Together Partnership (RTP) action plan, the focus in 2025/26 is to deliver this plan, with key activities including:

- **Forum facilitation:** establishing the RTP working group to foster a creative approach to social value and share learning.
- **Content creation support:** developing training content to help partners grow and embed social value.
- **Organisational strategy and mentoring support:** offering strategic guidance and mentoring to partners.
- **Creating a resource bank:** providing resources for procurement activities, including market engagement and evaluation templates.

2.12 Upskilling Council Staff

- **Training initiatives:** Work will continue to upskill Council staff. This will focus on general awareness raising and increasing knowledge, together with more in-depth support to enable relevant staff – e.g. contract managers - to hold suppliers accountable for their social value delivery. Training will include e-learning, workshops, and toolkits.
- **One-to-one support:** Offering tailored support and advice, including drop-in sessions, for officers working on social value.

2.13 Support to local businesses

- 2.13.1 There will be a further series of targeted events and one-to-one support aimed at improving the contract-readiness of SMEs. The Chamber and Go4Growth will again deliver this utilising UKSPF funding.

3 Options Considered and Recommended Proposal

3.1 Option One

This option recommends acknowledging the progress made in achieving social value commitments and delivery, along with setting out key actions for the year ahead. In doing so, it ensures that the Council's aims and objectives for social

value are advanced. This option also recommends that the 2024 TOMs system change be approved, which enables the continued effective reporting of social value and comparisons with other areas.

3.2 Option Two

This option would acknowledge the progress made in achieving social value commitments and delivery but would not propose actions to further social value. This is not recommended, as the proposed actions are integral to the overall programme of activities needed to deliver the strategic outcomes of the Social Value Policy. Without these actions, social value activities would lack clear objectives for the following year. In addition, not changing to the new TOMs system would make it difficult for the Council to effectively report on social value or compare performance and progress with other local authorities.

4 Consultation on Proposal

- 4.1 The Social Value Annual Report has undergone internal consultation, incorporating views and contributions from officers in procurement and those engaged in social value working groups. Information has been gathered from partners and local businesses.
- 4.2 The Council is also continuing to enhance engagement with external agencies, local businesses and partners to boost social value outcomes through the development of anchor networks and an annual social value event. This has resulted in a renewed focus on support to SMEs.

5 Timetable and Accountability for Implementing this Decision

- 5.1 This report presents progress at a specific point in time along a developmental journey. It outlines achievements from the past year and sets out further activities to be accomplished through social value in the next year, each with its own delivery programme. Detailed timescales and recommendations will be provided in relevant reports as appropriate.
- 5.2 The Council maintains a detailed action plan for the development and delivery of social value.

6 Financial and Procurement Advice and Implications

- 6.1 There are no direct financial implications resulting from this report. It does not impact the Council's revenue or capital budgets. The report provides an update on the progress and impact of the Social Value Policy integrated into the Council's procurement procedures. The policy's impact on current or future procurement exercises will need to be considered in the decision-making process for those specific procurements.
- 6.2 All associated procurement implications are detailed in the main body of this report.

7 Legal Advice and Implications

- 7.1 The Public Services (Social Value) Act 2012 allows for the consideration of added value, such as social, economic, and environmental benefits, in addition to the normal delivery of a contract. The Social Value Policy, including the Social Value Toolkit, must comply with procurement law, in particular the Public Contracts Regulations 2015 and the Procurement Act 2023. Further the Council must ensure its contractual and procurement documentation reflects the requirements described in this report and the relevant legislation.

8 Human Resources Advice and Implications

- 8.1 A key element of the Social Value Policy is ensuring that officers have the necessary training and knowledge to implement it successfully. A social value e-learning module has been developed and rolled out in 2024/25. A series of workshops are planned to enable more in-depth discussions with relevant staff in 2025/26.

9 Implications for Children and Young People and Vulnerable Adults

- 9.1 The outcomes within the Social Value Framework support the Council's priorities: "Children and young people achieve" and "An economy that works for everyone" by including support for education, employment and apprenticeship opportunities for these groups as key Social Value outcomes.

10 Equalities and Human Rights Advice and Implications

- 10.1 There are no direct implications arising from this report (see appendix 4 for equality screening). The Social Value Policy and associated activity is helping to promote inclusion in terms of creating employment, education and training opportunities for excluded groups.

11 Implications for CO2 Emissions and Climate Change

- 11.1 A carbon impact assessment is attached as appendix 5. The social value key actions and developments will help businesses and partners understand how they can support the 2040 net zero target for Rotherham and the South Yorkshire net zero ambitions by considering the social value TOMs related to climate change and the environment. These include:
- Making corporate travel schemes available to employees, e.g., subsidised public transport, subsidised cycling schemes, and storage.
 - Increasing workplace recycling and reducing the use of plastics.
 - Requiring contractors to operate low or zero emissions vehicles.
 - Signposting businesses to the region-wide Low Carbon project for engagement.

11.2 These actions will also promote the local buying of goods and services by both the Council and local partners, contributing to reduced emissions through shorter travel distances for contractors.

11.3 NT31 provides a social value outcome through savings in CO₂ emissions on contracts achieved through decarbonisation, amounting to 4,601 tonnes of CO₂ in the year under consideration.

12 Implications for Partners

12.1 Partners have already committed to advancing social value in Rotherham. They are engaged in the direct development and delivery of social value outcomes, particularly in relation to Community Wealth Building and Anchor networks. This work is being advanced through the key actions for 2025.

13 Risks and Mitigation

13.1 A social value action plan is maintained and monitored by officers across the Council to ensure that policy commitments are met through the key actions delivered. Mitigating actions and detailed profiling are used to ensure that key priorities are achieved.

14 Accountable Officers

Fiona Boden, Head of Policy, Performance and Intelligence.

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp	27/05/2025
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	23/05/2025
Head of Legal Services (Monitoring Officer)	Phil Horsfield	23/05/2025

Report Author: Sunday Alonge
Policy Officer
Assistant Chief Executive's Directorate
Sunday.alonge@rotherham.gov.uk

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Rotherham Metropolitan Borough Council

Social and Local Economic Value Report

Introduction

The TOM system (2022) is a measurement framework that was developed by the National Social Value Task Force, formed of over 40 public, private and third sector organisations. Rotherham Metropolitan Borough Council has developed its own bespoke measurement framework comprising 35 measures, across 5 themes, built on the TOM system (2022), designed to have a positive impact on the economic, social and environmental wellbeing of the Rotherham community.

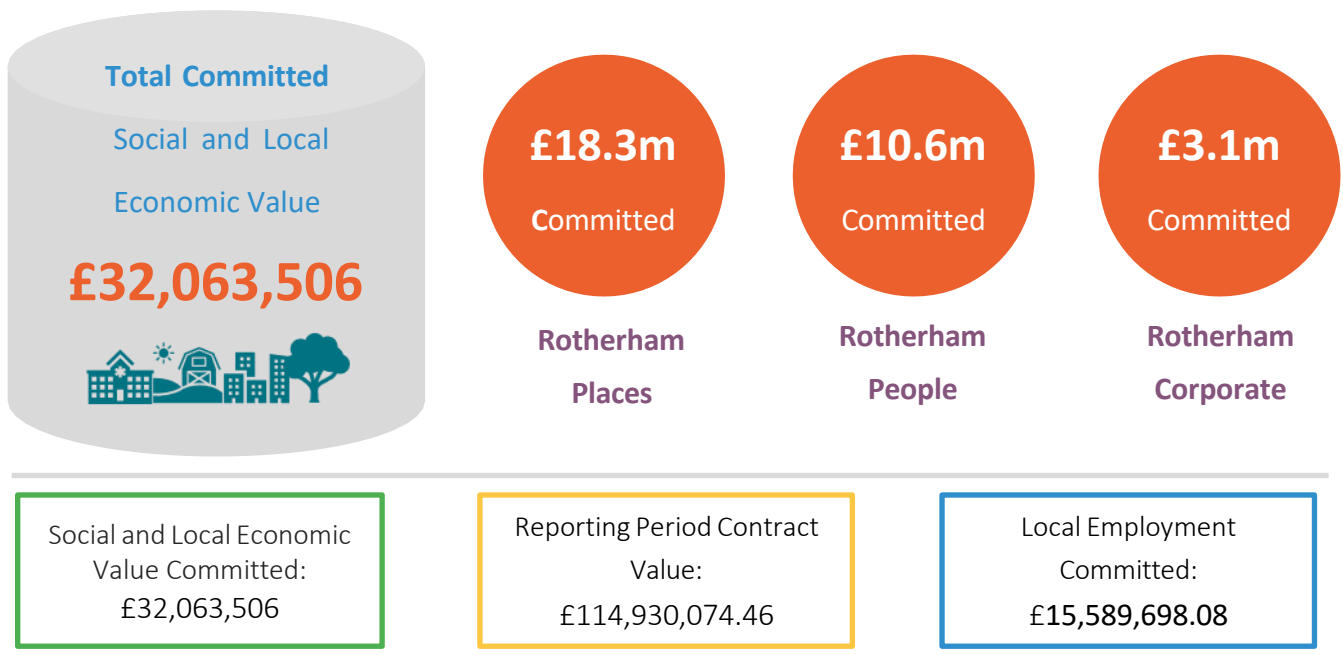
Below are the KPI measures that Rotherham MBC suppliers have committed and delivered against on contracts that have been procured and awarded before 30th November 2024.

1. **Jobs: Promote Local Skills and Employment**
2. **Growth: Supporting Growth of Local and Small Business**
3. **Social: Healthier, Safer and more Resilient Communities**
4. **Environment: Protecting and Improving Our Environment**
5. **Innovation: Promoting Social Innovation**

Ref	Measure	Committed & Delivered Social and Local Economic			
		Unit	Proxy Value*	Committed £SLEV	Delivered Validated £SLEV
NT1/a/c	No. of local employees (FTE) hired /retained (Direct, TUPE & Supply chain)	no. people FTE	Localised by	£15,561,416.44	£8,456,744.16
NT3	No. of employees (FTE) hired on the contract who are long term unemployed	no. people FTE	£20,429.00	£432,357.64	£64,865.84
NT4	No. of employees (FTE) hired on the contract who are NEETs	no. people FTE	£15,382.90	£226,207.30	£46,156.40
NT4a	No. of 16-25 y.o. care leavers (FTE) hired on the contract	no. people FTE	£15,382.90	£28,281.64	£0.00
NT5a	No. of 18-24 y.o. rehabilitating young offenders (FTE) hired on the contract	no. people FTE	£15,382.90	£175,027.79	£0.00
NT6	No. of disabled employees (FTE) hired on the contract	no. people FTE	£16,605.00	£61,291.00	£30,696.84
NT7	No. of hours of support into work by providing career mentoring, including mock interviews, CV advice and careers guidance (over 24 y.o.)	no. hrs *no. attendees	£118.87	£924,526.93	£70,298
NT8	No. of staff hours spent on local school and college visits (inc. prep. Time)	No. hours	£16.93	£22,618.48	£1,168.17
NT9	No. of weeks of training opportunities on the contract (BTEC, City & guilds, NVQ, HNC)	no. weeks	£317.82	£521,098.03	£60,283.33
NT10	No. of weeks of apprenticeships on the contract	no. weeks	£251.79	£878,244.86	£157,380.05
NT11	No. of hours of support into work by providing career mentoring, including mock interviews, CV advice and careers guidance (under 24 y.o.)	no. hrs *no. attendees	£105.58	£1,518,202.33	£408,755.51
NT12	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placement (unpaid)	no. weeks	£194.50	£295,594.29	£53,204.37
NT13	No. of weeks spent on meaningful paid work placements 6 weeks + (internships)	no. weeks	£194.50	£290,138.33	£37,312.18
NT15	Provision of expert business advice to VCSE's and MSME's	no. expert hours	£101.00	£221,029.05	£23,572.81
NT16	Equipment or resources donated to VCSE's	£	£1.00	£178,419.86	£82,146.08
NT18	Total amount (£) spent in LOCAL supply chain through the contract	£	Localised by	£10,128,334.33	£2,767,073.47
NT28	Monetary donation, or equipment/resources in lieu, to voluntary or community	£	£1.00	£14,000.00	£4,287.92
NT31	Savings in CO2 emissions on contract achieved through decarbonisation	Tonnes CO2e	£244.63	£586,717.25	£75,851.88
		Total:	* 2022 TOMs	£32,063,505.55	£12,336,139.09

Rotherham Metropolitan Borough Council

Social and Local Economic Value Report



Promote Local Skills and Employment



21.84 FTE of long term unemployment individuals to be hired on contracts (NT3).



1850.1 weeks of training opportunities to be offered on contracts (BTEC, City & guilds, NVQ, HNC) (NT9).



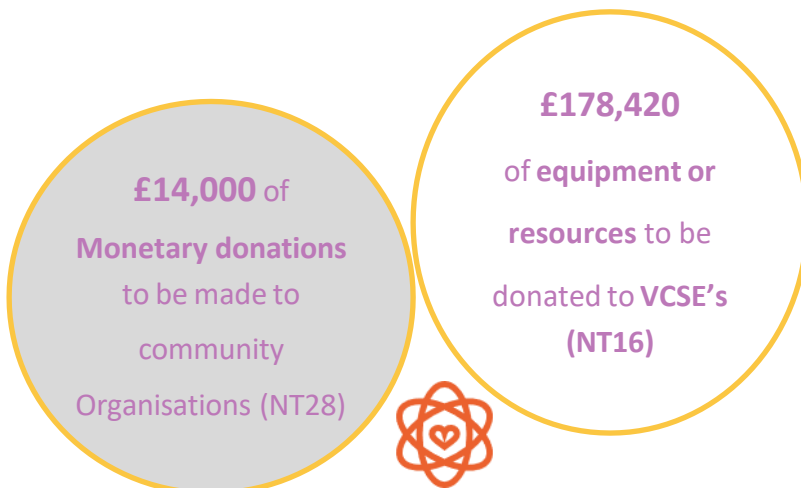
22,364.5 to be delivered in dedicated hours to support young people into work (NT7 /NT11).

Protecting and Improving our environment

4601 tonnes CO2e to be saved on contract (NT31).



Supporting VCSE's & Community Groups



Local Spend in Rotherham

£19,267,873 of local economic value to be created as a result of local supply chain on contracts (NT18).



Rotherham Metropolitan Borough Council

Social and Local Economic Value Report

Total Validated Delivered

Social and Local
Economic Value

£12,336,139



£5.5m

Validated
Delivered

Rotherham
Places

£6.1m

Validated
Delivered

Rotherham
People

£794k

Validated
Delivered

Rotherham
Corporate

Social and Local Economic
Value Committed:
£32,063,506

Progress made on targets:
38%

Local Employment
Validated Delivered:
£8,456,744.16

Promote Local Skills and Employment



308.22 FTE of Local direct employees hired or retained on contract (NT1/a/c).



695 weeks of apprenticeships delivered on contracts Level 2,3, or 4+ (NT10).



£479,684 delivered in social value for support to assist unemployed individuals into work (under and over 24 y.o.) (NT7/NT11).

Protecting and Improving our environment

1093.7 tonnes CO2e saved on contract (NT31).



Supporting VCSE's & Community Groups

233.75 hours

of expert business
advice delivered to
VCSEs and MSMEs
(NT15)

£82k

of equipment or re-
sources donated to
VCSE's (NT16)



Local Spend in Rotherham

£2,676,073 of Social Value

created as a result of local supply
chain on contracts (NT18).



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Original TOMs Ref	New TOMs Ref	Original TOMs Measure	New TOMs Measure
NT1	NT1	No. of full time equivalent direct local employees (FTE) hired or retained for the duration of the contract	Local people employed or retained
NT1a	Retired	No. of full time equivalent local direct employees (FTE) hired or retained for the duration of the contract which are TUPE transfers	Not applicable
NT1c	Retired	No. of full time equivalent local employees (FTE) hired or retained for the duration of the contract who are employed in your supply chain	Not applicable
NT2	NT2	Percentage of full time equivalent local employees (FTE) on contract - employed directly or through supply chain	Proportion of employees who are local
NT3	NT3	No. of full time equivalent employees (FTE) hired on the contract who are long-term unemployed (unemployed for a year or longer)	Long-term unemployed people recruited
NT4	NT4	No. of full time equivalent employees (FTE) hired on the contract who are NOT in Employment, Education, or Training (NEETs)	Employees recruited who are Not in Education Employment or Training (16-24 y.o.)
NT4a	NT4a	No. of full time equivalent 16-25 y.o. care leavers (FTE) hired on the contract	Unemployed 16-25 year old care leavers recruited
NT5a	Retired	No. of full time equivalent employees (FTE) aged 18-24 y.o. hired on the contract who are rehabilitating or ex-offenders.	Not applicable
NT6	NT6	No. of full time equivalent disabled employees (FTE) hired on the contract	Employees with disabilities recruited
NT8	NT8	No. of staff hours spent on local school and college visits supporting pupils e.g. delivering career talks, curriculum support, literacy support, safety talks (including preparation time)	Support for students at local educational institutions
NT9	NT9	No. of weeks of training opportunities (BTEC, City & Guilds, NVQ, HNC - Level 2,3, or 4+) on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years	Accredited training for new employees
NT10	NT10	No. of weeks of apprenticeships or T-Levels (Level 2,3, or 4) provided on the contract (completed or supported by the organisation)	Employment of new apprentices
NT11	NT11	No. of hours of 'support into work' assistance provided to unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance	Personalised support to help unemployed people into work
NT13	NT13	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)	Meaningful paid work placements
NT15	NT15	Provision of expert business advice to VCSEs and MSMEs (e.g. financial advice / legal advice / HR advice/HSE)	Expert support to VCSEs and SMEs
NT16	NT16	Equipment or resources donated to VCSEs (£ equivalent value)	Support for VCSEs through donations
NT18	NT18	Total amount (£) spent in local supply chain through the contract	Spend with local companies in the supply chain
NT22	Retired	Percentage of your procurement contracts that include commitments to ethical employment practices in the local and global supply chain, including verification that there is zero tolerance of modern slavery, child labour and other relevant requirements such as elimination of false self-employment, unfair zero hours contracts and blacklists	Not applicable

NT23	Retired	Percentage of contracts with the supply chain on which Social Value commitments, measurement and monitoring are required	Not applicable
NT31	Retired	Savings in CO2e emissions on contract achieved through de-carbonisation (i.e. a reduction of the carbon intensity of processes and operations, specify how these are to be achieved) against a specific benchmark.	Not applicable
NT35	NT35	Percentage of procurement contracts that include sustainable procurement commitments or other relevant requirements and certifications (e.g. to use local produce, reduce food waste, and keep resources in circulation longer)	Procurement contracts that include sustainable procurement commitments
NT41	NT107	Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation	Accredited Living Wage employer
NT42	NT42	Percentage of contractors in the supply chain required (or supported if they are micro or small business) to pay at least Real Living wage	Contractors in the supply chain that are Real Living Wage employers
NT44	Retired	Commitment to carbon emissions savings to achieve NZC before 2050	Not applicable
NT45	Retired	Carbon Certification (independently verified) achieved or about to achieve	Not applicable
NT46	Retired	Corporate travel schemes available to employees on the contract (subsidised public transport, subsidised cycling schemes and storage, sustainable corporate transport such as electric bus from public station to corporate facilities)	Not applicable
NT48	NT48	Supply Chain Carbon Certification (Carbon Trust Standard for Supply Chain or equivalent independently verified) - achieved or to achieve for current year	Supply chain carbon certification
NT59	NT59	Number of comprehensive supply chain audits to be undertaken to identify, monitor and reduce the risk of modern slavery occurring in relation to the contract	Supply chain audits that identify and manage the risk of modern slavery
NT62	Retired	Number and percent of companies in the supply chain, to Tier 2, that achieve relevant cyber security certifications (e.g. Cyber Essentials, Cyber Essentials Plus or National Cyber Security Centre's 10 steps)	Not applicable
NT65	Retired	Percentage of fleet or construction vehicles on the contract that is at Least Euro 6 or LEV	Not applicable
NT66	Retired	Fleet emissions monitoring programme on the contract, including data collection (miles, type of vehicle, engine type, emission standard)	Not applicable
NT70	Retired	Single-use plastic packaging eliminated through reusable packaging solutions or schemes (e.g. Loop or equivalent) on the contract	Not applicable
NT73	Retired	Percentage of contracts with the supply chain requiring contractors to operate low or zero emission vehicles	Not applicable

Proposed new measures

RE14	NT100	Employment taster days for those interested in working in the primary project industry or sector, such as real estate, construction, or facilities management	Employment taster days (project related, sector or industry)
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Social Value Annual Report Case Studies

Case Study 1: Employability Masterclass by Matrix Milestone

In December, Matrix Milestone partnered with Rotherham United Football Club and the Rotherham Job Centre to deliver an Employability Masterclass for young people aged 18–24. Hosted at New York Stadium, the event welcomed 45 attendees eager to build confidence and develop essential employability skills.

The session inspired attendees by helping them identify and believe in their strengths, improve their CVs, and approach interviews with greater self-assurance.

The Masterclass covered key areas such as selling skills, CV writing, interview success and confidence building, and included a range of interactive presentations, group discussions, and hands-on exercises. Feedback was overwhelmingly positive, with many highlighting the session's impact on their self-confidence and belief in their skills. One attendee remarked, “I feel so much more confident now, especially when thinking about my skills and how to talk about them in an interview.”

By collaborating with Rotherham United Football Club, Rotherham Council, and the Job Centre, the event created a positive and lasting impact for young people in the local area. It also exemplified the importance of community partnerships in delivering meaningful social value.



Case Study 2: Equans Apprenticeship Programme

Equans, supplying the housing maintenance contract with Rotherham Council, has made significant strides in delivering social value through initiatives focused on work experience, apprenticeships, and upskilling. Each year, Equans hosts a recruitment event at University Centre Rotherham, emphasising hands-on practical activities over traditional interviews. Recognising that interviews can be daunting, they organise workshops such as Marketplace, where applicants interact with current apprentices and supervisors from various trades.

Additionally, STEM (science, technology, engineering and mathematics) activities such as Tetrahedron and Kinnex workshops allow applicants to demonstrate their skills in real-life scenarios. To promote gender diversity, they hold a women in construction event to break down barriers and encourage careers within the industry.

Equans currently has 21 direct apprentices working on the Rotherham Council contract. These apprentices receive support through 12-week reviews with their on-site mentor, focusing on teamwork, motivation, college progress, and work quality. They rotate every 4-6 months to different departments to gain diverse experiences. Recruitment emphasises long-term employment, with apprentices expected to eventually mentor their own apprentices.

Additionally, Equans has 20 subcontractor apprentices working through their supply chain on various Council projects. The supply chain is encouraged to provide these apprentices with the necessary time and experience across diverse projects. Many of Equans' apprentices have been upskilled from operatives to completing Level 4 Supervisor, Level 6 Site Manager, and Manager Passport qualifications to advance their careers.

Equans also supports RNN with a work experience programme and has recently hosted three candidates on the contract, including students with special needs, such as autism. They emphasise the importance of opening opportunities for individuals with various learning disabilities, recognising the keen eye for detail, ability to follow instructions, and dedication that these students bring to their work experience.



Case Study 3: Ellie's Apprenticeship Journey with Mears

Ellie began her apprenticeship with Mears in September 2023 as a Business Admin Apprentice, joining a team of three administrators and another apprentice. Initially very shy and nervous, Ellie quickly adapted, developing the necessary skills for her role. Her academic work was primarily online, supported by a college tutor. Despite initial challenges with in-person sessions, Ellie remained on track with her assignments.

After three months, Ellie started taking on more responsibilities, which boosted her confidence and skills. She became proficient in handling queries from operatives and took charge of managing a fleet of over 100 vehicles. Ellie completed her apprenticeship in February 2025, achieving two distinctions and one pass in her exams. She now aims for permanent employment with Mears and is eager to continue her professional development.

Ellie reflects positively on her apprenticeship, emphasising the importance of communication in balancing work and college assignments. Her mentor, Nikki, praises Ellie's growth, dedication, and willingness to take on new challenges, highlighting her significant contributions to the team.



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: Social Value Annual Report	
Directorate: Assistant Chief Executive's	Service area: Policy, Performance and Intelligence
Lead person: Sunday Alonge	Contact: 01709 254441
Is this a:	
<input checked="checked" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
This is an annual report that provides progress against the Council's social value priorities, as set out in the approved Social Value Policy. It provides a detailed breakdown of social value commitments and delivery using the established Themes, Outcomes, Measures (TOMs) system. It also includes a review of progress against key actions agreed last year and sets priorities for the year ahead.

3. Relevance to equality and diversity

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

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

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

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

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

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

4. Considering the impact on equality and diversity

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

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

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

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

The report provides information on the achievements of the Council's Social Value Policy, which is underpinned by the aim of supporting the employment (including education and training) of disadvantaged groups who have barriers to accessing the labour market.

- **Key findings**

Addressing inequalities is central to the social value outcomes that have been identified. These include a wide range of groups who will be supported through increased training, school visits, employment, apprenticeships, and other training opportunities. In addition, the policy is also about changing the way the council commissions. Taking forward the policy's principles places emphasis on co-designing services and involving service users throughout the process. This will increase the role and voice of all groups.

- **Actions**

Following this activity, we will endeavour to carry out a full equality analysis form by December 2025.

To further ensure equality, diversity, and inclusion, we will explore how the Council can deliberately target disadvantaged groups and those with protected characteristics in the procurement process, and to particularly target businesses owned by these groups for support. Priority attention would be given them through employment, education, and training support that comes from social value implementation.

Date to scope and plan your Equality Analysis:	December 2025
Date to complete your Equality Analysis:	December 2025
Lead person for your Equality Analysis (Include name and job title):	Michael Holmes, Policy and Strategy Officer

5. Governance, ownership and approval

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

Name	Job title	Date
Michael Holmes	Policy and Strategy Officer	7 th May, 2025
Fiona Boden	Head of Policy, Performance and Intelligence	22 nd May, 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	7 th May 2025
Report title and date	Social Value annual report
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	13.05.2025

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				
Emissions from transport?	Decrease	<p>Council suppliers can offer corporate travel schemes available to employees, e.g., subsidised public transport, subsidised cycling schemes, and storage.</p> <p>Social value is promoting the local buying of goods and services by both the Council and local partners, including contractors, thereby contributing to reduced emissions through shorter travel distances for contractors.</p> <p>Social Value is requiring contractors to operate low or zero emissions vehicles with the aim of</p>			Savings on CO2 emissions on contract achieved through decarbonisation is being monitored. It is 1094 tonnes for the current year

		emissions reduction in the borough.			
Emissions from waste, or the quantity of waste itself?	Decrease	The Council is encouraging suppliers to increase workplace recycling and reducing the use of plastics, these efforts will lead to reducing emissions from waste.			Savings on CO2 emissions on contract achieved through decarbonisation is being monitored. It is 1094 tonnes for the current year
Emissions from housing and domestic buildings?	None				
Emissions from construction and/or development?	Decrease	<p>One of the aims of social value is to reduce emissions. The Social Value key actions and developments will help businesses and partners understand how they can support the 2040 Net Zero target for Rotherham.</p> <p>NT31 (one of the measures) provides a social value outcome through savings in CO₂ emissions on contracts achieved through decarbonisation, amounting to 4,601</p>			Savings on CO2 emissions on contract achieved through decarbonisation is being monitored. It is 1094 tonnes for the current year

		tonnes of CO ₂ in the year 2024/25.			
Carbon capture (e.g. through trees)?	None				

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

Following national changes to the TOMs system in 2024, NT31 (tonnes of CO₂ emissions saved on a contract) has been removed (this was the only environmental measure with a proxy value. Alternative measures for NT31 are currently in development.

Social value implementation is signposting businesses to the region-wide UKSPF Low Carbon project for engagement, with the purpose of reducing emissions in the borough and in the region.

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

The climate in Rotherham is already changing, with visible impacts throughout the Borough. Hotter summers are increasing the risk of extreme temperatures such as those experienced in July 2022, as wetter winters and more intense rainfall are increasing the risk of floods such as those in 2007, 2019 and 2023. More information on climate change impacts in Rotherham is available from:

<https://www.reports.esriuk.com/view-report/b8eb3cee8f764147a2cfcd69cf36238f/E08000018>

- Do actions recommended in the report affect the ability of Council services to continue during, or recover after extreme heatwaves, flooding and other climate-related hazards?*
- Will the proposal affect resident's capacity to adapt to climate change impacts?*
- Will the proposal affect the risk of climate change impacts in the Borough of Rotherham?*

While there are no direct impacts of the current measures on climate change adaptation, many of the outcomes related to employment and supporting VCSEs could help improve local residents' resilience more generally, and by extension could help to improve resilience to climate change.

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

*Summarise the proposal's most significant overall climate impacts, with reference to carbon emissions and climate change adaptation as appropriate. This summary should be reproduced in **Section 11**, 'Implications for CO₂ Emissions and Climate Change', of the main report.*

The Social Value key actions and developments will help businesses and partners understand how they can support the 2040 Net Zero target for Rotherham and the South Yorkshire net zero ambitions by considering the social value TOMs related to climate change and the environment. The include:

- Making corporate travel schemes available to employees, e.g., subsidised public transport, subsidised cycling schemes, and storage.
- Increasing workplace recycling and reducing the use of plastics.
- Requiring contractors to operate low or zero emissions vehicles.
- Signposting businesses to the region-wide Low Carbon project for engagement

These actions will also promote the local buying of goods and services by both the Council and local partners, contributing to reduced emissions through shorter travel distances for contractors.

NT31 provided a social value outcome through savings in CO₂ emissions on contracts achieved through decarbonisation, amounting to 1094 tonnes of CO₂ in the year under consideration. Following national changes to the TOMs system in 2024, NT31 (tonnes of CO₂ emissions saved on a contract) has been removed (this was the only environmental measure with a proxy value. Alternative measures for NT31 are currently in development.

Supporting information:	
Climate Impact Assessment Author	Sunday Alonge Policy Officer Policy, Performance and Intelligence ACEX
Please outline any research, data or information used to complete this Climate Impact Assessment.	Social Value commitments and delivery table Social Value Policy Social Value Annual Report
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.	The measures for commitments and delivery are tCO ₂ e as included in contracts where specified by suppliers. For the purpose of measuring social value as a percentage of a contract value, a proxy value has been used, which was set at £244.63 per tCO ₂ under NT31.
Validation	Tracking Reference: CIA464 Katie Rockett Climate Change Officer

Committee Name and Date of Committee Meeting

Cabinet – 09 June 2025

Report Title

Employment Solutions 2025-26

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

No, but it has been included on the Forward Plan

Strategic Director Approving Submission of the Report

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

Report Author(s)

Paul Elliott, Head of Housing Income and Support Services
Paul.elliott@rotherham.gov.uk

Sean O'Connor, Employment Solutions Manager
Sean.O'connor@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

The Employment Solutions Service was set up in 2020 to deliver a European Social Fund (ESF) Employment Support programme and then latterly from January 2024, both the ESF and Inspire projects merged to be delivered as a UK Shared Prosperity Fund (UKSPF) employment support programme. The programme ran until 31 March 2025.

Overall, since October 2020 the Employment Solutions Service has delivered 4 employment support programmes, resulting in over 892 people entering employment and 849 into education and training.

Given the success of the employment support programmes and ongoing uncertainty regarding the sustainability and size of the UKSPF, the decision was taken by Council on 5 March 2025 as part of the Budget and Council Tax Report 2025/26 to fund the service permanently by committing £718,000 per year for the service to continue to support local residents into work or training.

With this funding secured, the Employment Solutions Service will continue to offer an integrated programme of bespoke pre-employment activity designed to support unemployed residents and residents on low incomes to access the labour market or improve their earning capacity.

This report details Employment Solutions' core targets and milestones for 2025/26.

Recommendations

That Cabinet note the proposed Employment Solutions targets and milestones for 2025-26.

List of Appendices Included

- Appendix 1 Customer Case Studies
- Appendix 2 Employment Solutions Support and Interventions
- Appendix 3 Employment Solutions Milestones 2025-26
- Appendix 4 Equalities Impact Assessment
- Appendix 5 Climate Impact Assessment

Background Papers

[Rotherham Employment and Skills Strategy 2019-2025](#)

[Get Britain Working White Paper](#)

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

Employment Solutions 2025-26

1. Background

- 1.1 The Employment Solutions Service was set up in October 2020 to deliver a European Social Fund (ESF) Employment Support programme. The programme ran until December 2023 and aimed to support economically inactive residents back into the labour market.
- 1.2 Given the success of the ESF programme the service was then extended to include the Inspire programme, funded by the Council. Inspire ran from January 2022 to December 2023 and supported Rotherham residents to improve their earning capacity through increased skills. More than 700 residents were supported during this time to increase their skills and to access employment.
- 1.3 In January 2024, both the ESF and Inspire projects merged to be delivered through the UK Shared Prosperity Fund (UKSPF) via the employment support programme, this funding is awarded to the Council via the South Yorkshire Mayoral Combined Authority (SYMCA). The programme ran until 31 March 2025. During this 15-month period over 180 economically inactive and socially excluded residents were supported to improve confidence and break down barriers to access the local labour market.
- 1.4 In December 2023, the Employment Solutions Service was also successful in securing the Individual Placement Support (IPS) programme, funded via the Department for Work and Pensions (DWP) and the Office for Health Improvements and Disparities (OHID). The focus of this programme is to provide employment support to individuals receiving structured treatment for drugs and alcohol misuse. As of March 2025, the IPS programme has supported over 100 customers into training and employment and has recently secured funded for a further 12 months delivery.
- 1.5 The Employment Solutions service offers the flexibility to support a wide range of customer groups and adapt to evolving labour market demands, including recent welfare reforms, and to respond to new funding opportunities. The service benefits from direct access to multiple internal Council departments, enabling a level of integrated support that external providers may not be able to offer. This model gives Rotherham a unique advantage when supporting customers with barriers relating specifically to housing, homelessness, or financial issues. Case studies of customer journeys are detailed at Appendix 1.
- 1.6 The table below provides a summary of residents supported since the service was established in October 2020:

Employment Solutions October 2020 to date	
Registered with Employment Solutions	2915
Gained Employment	892
Gained training	849

- 1.7 The Government's new "Get Britain Working" initiative is aimed at supporting economically inactive individuals into employment and was launched in April 2025. The Employment Solutions Service will contribute to the delivery of this initiative by establishing a Pathways to Work team which will be enrolling its first clients by August 2025.

2. Key Issues

- 2.1 While very successful, the frequent changes in the grant funding landscape for employment and skills programmes has limited the potential of the Employment Solutions Service to date. Given the success of the programmes, the decision was taken by Council on 5 March 2025 to make the funding permanent with an investment of £718,000 per year for the service to help residents into work or training.
- 2.2 The Service will add value to mainstream services, such as those provided by Housing, Adult Care and Children and Young People Services by supporting residents furthest from the labour market, who typically face multiple barriers to employment and training.
- 2.3 There will be different entry points for residents, depending on the extent of the barriers they face to the labour market, their specific goals in terms of moving towards and into employment, and any previous support they may have received. Each customer journey is likely to be different and depend on factors such as educational attainment, employment record, home/family/economic circumstances, location, health, age, ethnicity for example.
- 2.4 The integrated programme of support will allow progression from significant distance to the labour market into targeted, employment-focused access activities. These include job and apprenticeship brokerage, and sector-specific training with work experience at a pace appropriate for the individual. Residents will be triaged before being directed to the most appropriate support for them.
- 2.5 The programme is flexible, sensitive to individual participant needs (adopting a 'no wrong door' approach to referral and/or support) and is more streamlined and cost-efficient than previous funded programmes.

Participant entitlement

- 2.6 Each participant, following triage to determine their needs, will receive:
- Access to a keyworker who will work with them on a one-to-one basis supporting customers to recognise individual, personal ambitions.
 - A recorded whole-person diagnostic of need to understand their current position, barriers, and circumstances.
 - A personalised action plan which identifies the most relevant support and interventions, focusing on individual customer aspirations.
 - Continued ongoing support from their keyworker, who will be a constant touch point throughout their journey.

- Up to 13 weeks of in work support to ensure that customers have achieved their goal or employment ambition.

2.7 Support and interventions identified for participants will then be drawn from a suite of activities. This will include preparation for employment activity designed to engage participants and provide employability and other targeted support to overcome personal and circumstantial barriers. Support will comprise of one-to-one keyworker support, group activities and specialist interventions. The proposed activities and interventions are set out in Appendix 2.

Post-programme support offer

2.8 Support will focus on equipping candidates with the entry-level skills, employability, knowledge, key competencies, qualifications, licences and/or work experience required to move into employment. The proposed activities and interventions are set out in Appendix 2.

Employment Solutions outputs 2025/26

2.9 The table below sets out the details of anticipated Employment Solutions delivery and outputs for 2025/2026.

Employment Solutions 2025/26			of which are Economically Inactive	
Programme	Customers Registered	Supported into work	Customers Registered	Supported into work
Core Delivery	375	115	50*	15*
Individual Placement Support	80	36	N/A	N/A
TOTAL	455	151	50*	15*

**This shows the projected total of “economically inactive” activity that the core Employment Solutions team expect to engage between April 1st to commencement of Pathways to Work project in August.*

2.10 In setting output targets there is a recognition that the Employment Solutions Service would support delivery of the wider Pathways 2 Work programme which was agreed by Cabinet in April 2025. The outputs are yet to be agreed and subject to a Cabinet decision. As the Employment Solutions Service is no longer reliant on grant funding for the service offer it is the intention to streamline and refocus on client groups that are not supported via other grant funded services. A series of milestones are detailed at Appendix 3 which detail this transition.

2.11 The Employment Solutions team will support the Pathways to Work project to engage with economically inactive residents in Rotherham delivering 400 job entry outcomes by the end of March 2026. The Employment Solutions team is currently recruiting to deliver part of the Pathways to work target and will aim to achieve the following:

Pathways to Work Targets

1 August 2025 to 31 March 2026

TOTALS	Target
Registered onto Pathways to Work	312
Supported into work	144
Conversion rate	40%

3. Options considered and recommended proposal

- 3.1 **Option 1 (recommended)** - offer an integrated programme of bespoke pre-employment activity designed to support unemployed residents into the labour market or improve their earning capacity as outlined in the main body of the report.
- 3.2 No other options were considered as this report is asking Cabinet to note the intentions of the service and note the service targets.

4. Consultation on proposal

- 4.1 The Employment Solutions Service has established a strong network of partners and providers to ensure effective delivery. Partnerships exist with DWP/Job Centre Plus, Rotherham North Nottinghamshire college, the NHS, and Rotherham Alcohol and Drugs service (ROADS).
- 4.2 Through active Employer Engagement and collaborative working with partner organisations within the skills and employment sector, the Service is able to identify and adapt to labour market changes and ensure that the Employment Solutions service provides the right package of holistic support to meet client's needs.
- 4.3 Regular steering groups and monitoring meetings are attended by colleagues within Employment Solutions to ensure programme delivery remains on track, and attendance at Local Integration Board meetings ensure that partner agencies are informed of the wider offer of support available to Rotherham residents, with minimal cross over in service.

5. Timetable and Accountability for Implementing this Decision

- 5.1 The proposals set out in this report will be delivered throughout the course of 2025-26. They will be overseen by Ian Spicer, Strategic Director of Adult Care, Housing and Public Health.

6. Financial and Procurement Advice and Implications

- 6.1 There are no direct financial implications resulting from this report. The activity detailed has been and will continue to be contained within existing budgets.

- 6.2 There are no direct procurement implications associated with the recommendations detailed in this report.

7. Legal Advice and Implications

- 7.1 There are no direct financial implications resulting from this report.

8. Human Resources Advice and Implications

- 8.1 There are no HR implications associated with this report.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 There are no implications for CYPS or Vulnerable Adults.

10. Equalities and Human Rights Advice and Implications

- 10.1 The programme will target economically inactive residents across a range of sub-cohorts, including, those with disabilities and health conditions (who are significantly less likely to work), ethnic minority groups (who are over-represented among economically inactive people).
- 10.2 An Equalities Analysis has been completed and is attached as Appendix 4.

11. Implications for CO2 Emissions and Climate Change

- 11.1 The Employment Solutions Service will have both direct and indirect implications for CO2 emissions and climate change. The expansion of employment support services will increase staff travel and office-based activities which could contribute to higher emissions. However, the programme aims to deliver activity locally within communities, minimising the distance residents need to travel to access services and receive support.
- 11.2 A reduction in rates of economic inactivity is likely to result in economic growth which has the potential to increase CO2 emissions. To mitigate negative impact, it will be necessary to draw on a range of other projects policies to promote environmentally sustainable economic growth and within the programme encourage employers to adopt sustainable workplace practices.

12. Implications for Partners

- 12.1 The success of the Employment Solutions Service is dependent on strong collaboration between multiple partners including:
- Rotherham Council services – Rotherham Investment & Development Office and Neighbourhoods will play key roles in delivering the programme.
 - South Yorkshire Mayoral Combined Authority – responsible for regional coordination and securing long-term funding for wider employment support programmes.

- Other South Yorkshire authorities – region wide employment support programmes need to be successful across the area. This also allows Rotherham to try different innovative approaches which could be expanded if successful.
 - Department for Work and Pensions and NHS England – providing policy support and funding for integrated health and employment services.
 - Local Employers and Business Networks – engaged to create inclusive employment opportunities.
 - Voluntary and Community Sector Organisations – essential for community-based outreach and personalised support delivery, particularly for those disengaged and disadvantaged groups where “lived experience” is necessary.
- 12.2 A revised governance framework will be established to ensure alignment between partners, avoid duplication of services and facilitate data sharing while complying with GDPR regulations.

13. Risks and Mitigation

- 13.1 **Low Engagement from Target Groups** - some economically inactive individuals may be difficult to reach due to health, confidence or trust barriers.
Mitigation – further development of community-based delivery and awareness of support offer available through increased marketing activity and relationships with external partners/providers.
- 13.2 **Retaining Individuals in the Programme** – similar previous activity with these cohorts has shown a figure of below 50% is realistic for the retention of a person from initial referral to starting in employment.
Mitigation – to be managed internally within the Employment Solutions service through quality delivery and engagement with customer base to ensure retention of clients.
- 13.3 **Employer Reluctance** - businesses may hesitate to employ individuals with complex needs or those lacking the necessary support structures.
Mitigation – active employer engagement to educate local businesses of the support offer available including offer of ongoing in-work support to both clients and employers.
- 13.4 **Service Capacity Constraints** - scaling up intensive case management and outreach could strain existing support services.
Mitigation – to be managed internally within the service, caseload capacity and referral traffic to be monitored by project support officer and re-allocated to employer engagement officer or Training officer depending on the stage of the customer journey.
- 13.5 **Data Sharing and Integration Issues** – challenges in coordinating information between employment, health and skills services.

Mitigation – Although the assumption is that certain data sharing agreements are already in place, this area still requires further development as still in early stages of core funded delivery.

14. Accountable Officers

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

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp OBE	23/05/25
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	16/05/25
Assistant Director of Legal Services (Monitoring Officer)	Phil Horsfield	16/05/25

Report Author: Paul Elliott, Head of Housing Income and Support Services

Paul.elliott@rotherham.gov.uk

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

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Appendix 1 – Customer Case Studies

“Rebecca was a customer supported through the employment solutions service having spent over 3 years at home as a stay-at-home mother. Her confidence had dropped, and she did not know how to begin her journey back into employment. Becky accessed the Employment Solution service and is now a key member of the employment solutions team. Rebecca has now been with us now for over 3 years.”

“Due to the covid 19 pandemic, the HGV industry suffered a severe shortage in class 2 HGV drivers. The employment solutions team were able to respond to local demand and upskilled over 35 customers through training to give them the skills to gain employment in the HGV and haulage sector.

“Irena registered with the employment solutions service as a Ukrainian refugee to gain new skills for employment in the UK. With the support of the service Irena received support to set up her own self-employed cleaning company – Irena’s venture has now become very successful, and her company continues to thrive 4 years later”.

“The Employment Solutions service hosts biannual recruitment and networking events, connecting Rotherham residents with a wide range of support and job opportunities. These flagship events are now firmly established in the sector’s calendar and receive consistently positive feedback. These events are attended by an average of 350 residents per event, with an average of 45 stall holders providing a combination of vocational training opportunities and access to live job vacancies.”

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Appendix 2

Pre-Employment Support and Interventions	Post-Programme Support
Individual assessments undertaken in non-threatening environments.	Employer designed training programmes in vacancy-rich industries, with high levels of demand for staff at entry-level (e.g. construction, retrofitting, care, early years education, logistics, manufacturing, hospitality, business administration) delivered by specialist providers.
Tailored support for communities/individuals with specific barriers (e.g. qualification recognition/ English as a Second Language (ESOL) for non-UK nationals).	Funded access to tickets and licences (e.g. CSCS Card, Fork-Lift Truck licence) – making provision for sector specific training where AEB cannot be accessed.
Confidence-building.	Employability and industry familiarisation – individual and/or tutor-led group activity to prepare jobseekers for roles employers are looking to recruit to. This might cover employer expectations (e.g. attitude, timekeeping, reliability), role specific and transferrable skills, or health and safety
Barrier-busting wraparound support (e.g. debt/benefits advice, therapy, interview support, childcare, transport, ESOL).	Work experience placements – short placements with employers who are hiring, to cement participants’ understanding of job roles and give employers the confidence that the individual is reliable and committed.
Volunteering placements.	Employer engagement, including individualised job brokerage – to include advocacy with employers, matching candidates to suitable roles, circulation of available vacancies and, where required, interview support (e.g. reasonable adjustments)
Funded training for those ineligible for Adult Skills Fund (formally AEB).	
For some participants, direct progression into employment through job opportunity brokerage.	

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Appendix 3

Milestones 2025-26

Quarter 1

- Develop and implement new delivery systems and registration processes into new project.
- Re-establish the Employment Solutions offer and communicate with key stakeholders including DWP/JCP to ensure referrals into the service
- Development of employment solutions social media and newsletter to further raise awareness of the service.
- Employment Solutions colleagues become members of the Institute of Employment Professionals (IEP)

Quarter 2

- Further develop engagement with specific cohorts, e.g Roma Slovakian community in collaboration with Clifton Learning Partnership and RIDO.
- Begin delivery of PET/SWAP style bespoke training sessions in the employment solutions HUB.
- Develop and launch Employment Solutions community “pop up” stalls.
- Mobilise to deliver agreed Pathways 2 Work programme by August 2025

Quarter 3

- Promotion and Hosting of the 7th Employment Solutions recruitment and networking event late autumn ahead of winter seasonal recruitment drive.

Quarter 4

- Review of delivery preparation of report to Cabinet during Q1 2026/27.

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PART B – Equality Analysis Form

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

This form:

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

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

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

1. Title	
Equality Analysis title: Employment Solutions 2025-26	
Date of Equality Analysis (EA): 27 th March 2025	
Directorate: Adult Care, Housing & Public Health	Service area: Housing Income and Support Services
Lead Manager: Sean O'Connor, Employment Solutions Manager	Contact number: 07708287540 sean.o'connor@rotherham.gov.uk
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

Appendix 4

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)
Sean O'Connor	Rotherham MBC	Service Manager
Lindsay Wynn	Rotherham MBC	HRA Business Planning Manager
Paul Elliott	Rotherham MBC	Head of Housing Income & Support Services

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 employment solutions team will continue to offer an integrated programme of bespoke pre-employment activity designed to support **Unemployed** and residents on **Low income** in Rotherham to access the labour market or improve their financial circumstances.

Each participant, following triage to determine the general nature of their needs, will receive:

- Access to a keyworker who will work with them 1:1
- A recorded whole-person diagnostic of need to understand their current position, barriers and need.
- A personalised action plan which identifies the most relevant support and interventions
- Continued ongoing support from their keyworker who will be a touch point throughout their journey.

Support and interventions identified for participants will then be drawn from a suite of activity. Support offered will be for adults aged 18+ and will include:

- Individual assessments undertaken in non-threatening environments.
- Tailored support for communities/individuals with specific barriers (e.g. qualification recognition/ESOL for non-UK nationals)
- Flexible support packages based on individual assessment and co-designed with participants to address specific barriers.
- Confidence-building
- Barrier-busting wraparound support (e.g. debt/benefits advice, therapy, interview support, childcare, transport, ESOL)
- Volunteering placements
- Funded training for those ineligible for Adult Skills Fund (formally AEB)
- For some participants, direct progression into employment
- Post-programme support

Appendix 4

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

Local population demographic data (Census 2021 emerging)

Ward profiles contain detailed, localised information

ONS Data Sept 2024 - 44,100 economically inactive individuals in Rotherham - approximately 1 in 3 of the working age population. Of these it is thought about 6,100 currently want a job.

Through engagement, including a telephone survey of 750 economically inactive South Yorkshire residents, and data analysis, **the Pathways to Work Commission July 24** identified systemic barriers including health conditions, caring responsibilities, skills gaps and transport issues.

The commission identified there are more women out of work than men, though the gap has narrowed in recent decades. Broadly, economically inactive people are more likely to be female whilst active unemployed people are slightly more likely to be male, particularly in the youngest cohorts.

Participation in work also varies by age, with the youngest and oldest cohorts most likely to be economically inactive – in large part due to education participation amongst the former and early retirement amongst the latter.

Rates of economic inactivity are far higher in areas of income deprivation – the wards of Rotherham East, Rotherham West, Boston Castle and Dalton and Thrybergh have the highest rates of unemployment, economic inactivity and long-term sickness.

Discussions have been held with a number of Voluntary Community Sector (VCS) groups located in the above areas, to identify the best places, and ways, to engage with those local residents from the target cohorts in situations where they feel comfortable.

In the Census 2021, the majority of economically inactive were white English, Welsh, Scottish, Northern Irish or British (29,541 – 20.7% of the cohort). Long term sick or disabled was the most common reason for economic inactivity

20,321 Rotherham residents (14.8% of 163,490) excluding students declared a non-white British Ethnic Group. Of these 5,117 (25.2%) were economically inactive. The largest subgroup (9,284) was Asian, Asian British or Asian Welsh. Within this ethnicity cohort 2,704 (29.1%) were economically inactive. Looking after home or family was the most common reason for economic inactivity in this group. Inactivity is notably high in the “Other” ethnic group cohort (37.8% of 1,847) within this cohort looking after home or family and “other reasons” were the most common reasons for economic inactivity (equal distribution between the two).

Appendix 4

<p>Are there any gaps in the information that you are aware of?</p> <p>Disaggregated data on economic activity by all protected characteristics. Longitudinal data on employment outcomes for programme participants.</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>The service will be a combination office based and community delivery. Referrals will be received via Project Support Officers. Data will be collated through the initial registration forms. Information recorded is likely to include:</p> <ul style="list-style-type: none"> • Name • Date of birth • Sex • Ethnicity • Highest education level • Employment status • Length of time unemployed (if applicable) • In receipt of benefit(s) • Disability status • Health condition <p>Monitoring plans are still being developed. It is proposed to develop an annual impact report that will analyse the impact of the proposed activity, this will include analysis of equalities data.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<ul style="list-style-type: none"> • Employment event held 21st March 2025. Involved consultation with a combination of businesses, education providers and customers. • Job Centre & DWP for referrals. • Various partners and providers to prevent any cross-over in delivery. <p>Consultation has ensured that the correct model of delivery is in place and is addressing the correct intervention to support barriers in accessing the local labour market.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<ul style="list-style-type: none"> • RiDO for additional employment support. Opportunity to build additional capacity into Employment Solutions to support Advance Team delivery.

Appendix 4

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)

Age - the service includes targeted support for residents age 18+ to enter and sustain employment.

Ethnicity – While the service is open to all resident in the borough to engage, there may be the requirement to target specific hard to engage ethnic group e.g. Roma Slovakian community.

Disability - Intensive Case Management and workplace adjustments for people with long term health conditions

Gender - recognising and tackling gender barriers, such as childcare responsibilities, that are affecting employment.

Carers - Specific support for those balancing caring duties and work readiness.

Socio-economic status - Addressing financial barriers such as the “benefit trap,” transport issues and low digital literacy.

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

Potential barrier - low engagement from some hard-to-reach groups due to trust issues or systemic barriers.

Mitigation local outreach through delivery in community-based settings. Networking with partner organisations.

Potential barrier employer reluctance to hire individuals with complex needs.

Mitigation Active employer engagements to educate them on what support is available in order to create opportunities.

Potential Barrier – individuals struggling on a return to work.

Mitigation – provide on-going in work support.

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

Yes by:

Appendix 4

- providing personalised employment support.
- enhancing employer engagement and awareness.
- improving referral pathways to health and social support services.
- Offering flexible support to address individual needs.

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

The service is expected to

- improve social mobility and economic inclusion.
- foster stronger collaboration between the council, businesses and community groups.
- reduce long term dependency on benefits improving overall economic resilience.

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 T 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: Employment Solutions 2025-26
Directorate and service area: Adult Care, Housing & Public Health, Housing Income and Support Service
Lead Manager: Sean O'Connor
Summary of findings:

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Further develop relationships between DWP and local businesses.	all	05/26
Implement and monitor governance and data processes, with the production of an annual impact report.	all	05/26

***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**

Appendix 4

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
James Clark	Assistant Direction of Housing	
Cllr Robert Taylor	Cabinet Member for Transport, Jobs and the Local Economy	

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	31/03/25
Report title and date	Employment Solutions 2025-26, 12 th May 2025
Date report sent for publication	28/04/25
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	31/03/25

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?	Increase	Moderate impact from the expansion of employment support services which could increase office-based activities and contribute to higher emissions	A reduction in rates of economic inactivity is likely to result in economic growth which has the potential to increase CO2 emissions.	Scope to mitigate the Employment Solutions activity is minimal. To mitigate negative impact, it will be necessary to work in tandem with a range of other policies to promote environmentally sustainable economic growth and within the support offer encourage employers to adopt sustainable workplace practices	Monitoring will not take place within this programme
Emissions from transport?	Increase	Moderate impact from the expansion of employment support services which could increase staff travel and contribute to higher emissions	<p>Delivering activity hyper-locally within communities, will reduce the distance residents need to travel to access services and receive support.</p> <p>A reduction in rates of economic inactivity is likely to result in economic growth which is likely to generate more transport movements and</p>	Scope to mitigate the Employment Solutions activity is minimal. To mitigate negative impact, it will be necessary to work in tandem with a range of other policies to promote environmentally sustainable economic growth and within the programme encourage employers to adopt sustainable transport practices	Monitoring will not take place within this programme

			<p>thereby increase emissions.</p> <p>An increase in the production of goods and services locally may have a beneficial impact on local supply chains and help reduce the number of transport movements both in the production process and consumption.</p>		
Emissions from waste, or the quantity of waste itself?	Unknown	No impact	A reduction in rates of economic inactivity is likely to result in economic growth which has the potential to increase waste production	Scope to mitigate the Employment Solutions activity is minimal. To mitigate negative impact, it will be necessary to work in tandem with a range of other policies to promote environmentally sustainable economic growth and within the programme encourage employers to adopt sustainable waste management practices	Monitoring will not take place within this programme
Emissions from housing and domestic buildings?	Unknown	No impact	A reduction in rates of economic inactivity is likely to result in economic growth. This has the potential to increase household incomes resulting in greater consumption which may have an impact on emissions.	Scope to mitigate the Employment Solutions activity is minimal. To mitigate negative impact, it will be necessary to work in tandem with a range of other policies to promote environmentally sustainable behaviours.	Monitoring will not take place within this programme

Emissions from construction and/or development?	None	No impact	No Impact	No Impact	Monitoring will not take place within this programme
Carbon capture (e.g. through trees)?	None	No Impact	No Impact	No Impact	Monitoring will not take place within this programme

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

This programme identifies opportunities to improve the uptake and readiness for entry level roles and skills which may have general benefits for an emerging green industry. Skills required for retrofit and energy management will increase in demand and the flexible model of delivery should allow for this.

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

The support offered by Employment Solutions allows for a flexible mode of delivery to enable response to local needs. This will have resilience benefits to supporting skills improvements and respond to changes in employment need as a result of climate change and other factors. The hyperlocal delivery could be affected by climate impacts in the future, particularly where there is flood risk. These impacts can be incorporated into departmental plans for consideration where localities are at particular risk.

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

Direct carbon impact is expected to be moderate due to increased building energy use and transport emissions associated with staff and service users.

Impact is primarily indirect as a result of the impact of Employment Solutions Team activity reducing levels of inactivity and as a result delivering broader economic growth. Directly managing the carbon impact of economic growth is outside the scope of the Employment Solutions and will be reliant on wider policies and measures in place. Mitigation will be through encouraging employers to adopt sustainable workplace practices such as green travel plans, carbon efficiency building improvements and committing to the principles of the Rotherham together Partnership Climate Change.

Supporting information:	
Climate Impact Assessment Author	Sean O'Connor Employment Solutions Manager Housing, Income and Support Services Adult Care, Housing and Public Health
Please outline any research, data or information used to complete this Climate Impact Assessment.	<i>None</i>
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.	<i>Not applicable</i>
Validation	Tracking Reference: CIA442 Louise Preston Climate Change Manager

Overview and Scrutiny Management Board – Work Programme 2025-26

Chair: Councillor Brian Steele
Governance Manager: Barbel Gale

Vice-Chair: Councillor Joshua Bacon
Link Officer: Jo Brown

The following principles were endorsed by OSMB at its meeting of 5 July 2023 as criteria to long/short list each of the commission's respective priorities:

Establish as a starting point:

- What are the key issues?
- What is the outcome that we want?

Agree principles for longlisting:

- Can scrutiny add value or influence?
- Is it being looked at elsewhere?
- Is it a priority – council or community?

Developing a consistent shortlisting criteria e.g.

- T: Time: is it the right time, enough resources?
- O: Others: is this duplicating the work of another body?
- P: Performance: can scrutiny make a difference
- I: Interest – what is the interest to the public?
- C: Contribution to the corporate plan

Meeting Date	Agenda Item
Wednesday 7 May 2025	Council Plan 2025 - 2028 & New Year Ahead Delivery Plan - Pre-decision Review of the Non-Residential Charging Policy Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Wednesday 4 June 2025	Finance Update - June 2025 - Pre-decision Social Value Annual Report - Pre-decision Employment Solutions 2025-26 Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Wednesday 2 July 2025	Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions

Tuesday 9 September 2025	<p>Progress update on the implementation Economic Inactivity Trailblazer programme</p> <p>Scrutiny Annual Report 2024-2025</p> <p>Work Programme</p> <p>Work in progress from Select Commissions</p> <p>Forward Plan of Key Decisions</p>
Wednesday 8 October 2025	<p>Work Programme</p> <p>Work in progress from Select Commissions</p> <p>Forward Plan of Key Decisions</p>
Wednesday 12 November 2025	<p>Leader Q&A - to be scheduled after Council plan on the agenda.</p> <p>Complaints Annual Report</p> <p>Safer Rotherham Partnership Annual Report</p> <p>Work Programme</p> <p>Work in progress from Select Commissions</p> <p>Forward Plan of Key Decisions</p>
Wednesday 10 December 2025	<p>Work Programme</p> <p>Work in progress from Select Commissions</p> <p>Forward Plan of Key Decisions</p>
Tuesday 13 January 2026	<p>Council Plan 2025 - 2028 & New Year Ahead Delivery Plan - Pre-decision</p> <p>Work Programme</p> <p>Work in progress from Select Commissions</p> <p>Forward Plan of Key Decisions</p>
Wednesday 4 February 2026	<p>Question and answer session, Mayor Coppard, South Yorkshire Combined Mayoral Authority.</p> <p>Work Programme</p> <p>Work in progress from Select Commissions</p> <p>Forward Plan of Key Decisions</p>

Wednesday 11 March 2026	Modern Slavery Transparency Statement - Annual Refresh Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
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Wednesday 8 April 2026	Progress update on the Economic Inactivity Trailblazer programme Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
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Substantive Items for Scheduling

January 2026 & July 2026	Leader Q&A - to be scheduled after Council plan on the agenda.
Feb-26	Question and answer session, Mayor Coppard, South Yorkshire Combined Mayoral Authority.
Jul-26	Council Plan 2025 - 2028 & New Year Ahead Delivery Plan - Pre-decision
Apr-26	An update on progress following the implementation of Waste Service Route Optimisation programme be brought back to OSMB within twelve months.
Apr-26	An update on the progress following the implementation of the Street Safe Team programme be brought back to OSMB within twelve months.

Reviews for Scheduling

In progress	A spotlight review into life-saving equipment and related byelaws - as agreed by OSMB at it's meeting on 10 May 2023 (https://modgov-p-db1.rotherham.gov.uk/ieListDocuments.aspx?CId=894&MID=15772#AI96184) linked to the Byelaws/Life Saving Equipment motion (Council 30/11/22 https://modgov-p-db1.rotherham.gov.uk/mgAi.aspx?ID=95268)
Initial discussions taking place	Spotlight Review - Agency Staff
In progress	Spotlight Review - Grass Cutting / Ground Maintenance

Items to be Considered by Other Means (e.g. off-agenda briefing, workshop etc)

June / July 2025	A report be provided to OSMB within three months detailing the performance information for the Employment Solutions Team.

Items for Future Consideration

Apr-26	Future Rothercare Model

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