

## OVERVIEW AND SCRUTINY MANAGEMENT BOARD

**Date and Time:-** Wednesday 2 July 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 4 June 2025 (Pages 5 - 16)

To consider the minutes of the previous meeting of the Overview and Scrutiny Management Board held on 4 June 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 7 July 2025. Members of the Overview and Scrutiny Management Board are invited to comment and make recommendations on the proposals contained within the report.

### **6. Council Plan 2022-2025 and Year Ahead Delivery Plan Progress Update 2024-25 (Pages 17 - 190)**

Report from the Assistant Chief Executive.

#### **Recommendations:**

That Cabinet:

1. Note the overall position in relation to the Year Ahead Delivery Plan activities.
2. Note the Quarter 4 data for the Council Plan performance measures.
3. Note that the Council has been using a new Council Plan from June 2025 with this being the final report for the 2022-25 Council Plan.

### **7. Ethical Procurement Policy (Pages 191 - 232)**

Report by the Strategic Director of Finance and Customer Services.

#### **Recommendations:**

That Cabinet:

1. Formalise the support of the UK Steel Charter as the successor to the Sustainable British Steel Charter.
2. Approve the updated Ethical Procurement Policy for 2025.

### **8. Financial Outturn 2024-25 (Pages 233 - 278)**

Report by the Strategic Director of Finance and Customer Services.

#### **Recommendations**

That Cabinet:

1. Note the revenue outturn position for 2024/25.
2. Note the budgeted transfer to HRA reserves increased by £4.4m following the revenue and capital outturn positions.

3. Note the carry forward of the combined surplus schools balance of £2.3m in accordance with the Department for Education regulations.
4. Note the reserves position set out in paragraphs 2.52 to 2.57.
5. Note the capital outturn, funding position and programme variations as set out in paragraphs 2.58 to 2.91.
6. Approve the capital budget variations as detailed in section 2.79 to 2.82 of the report.
7. Note the position on CRSTS Revenue Grant as set out in paragraphs 2.92 to 2.94 and delegate the decision to allocate and spend the remaining grant to the Assistant Director Planning Regeneration and Transport in consultation with the Section 151 Officer and the Cabinet Member.

**9. Treasury Management Outturn 2024-25 (Pages 279 - 298)**

Report by the Strategic Director of Finance and Customer Services.

**Recommendations:**

That Cabinet note the Treasury Management Prudential Indicators outturn position as set out in Section 2 and Appendix 1.

**10. May 2025-26 Financial Monitoring Report (Pages 299 - 316)**

Report by the Strategic Director of Finance and Customer Services.

**Recommendations:**

That Cabinet

1. Note the current General Fund Revenue Budget forecast underspend of £0.1m.
2. Note the updated position of the Capital Programme.

**For Information/Monitoring:-**

**11. Work Programme (Pages 317 - 319)**

To consider the Board's Work Programme.

**12. Work in Progress - Select Commissions**

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

### **13. Forward Plan of Key Decisions**

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

Link to: [Browse plans - Forward Plan of Key Decisions, 2025 - Rotherham Council](#)

### **14. Call-in Issues**

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

### **15. 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 Tuesday 9 September 2025 commencing at 10.00 a.m. in Rotherham Town Hall.**



John Edwards,  
**Chief Executive.**



**OVERVIEW AND SCRUTINY MANAGEMENT BOARD**  
**Wednesday 4 June 2025**

Present:- Councillor Steele (in the Chair); Councillors Allen, Baggaley, Blackham, Brent, A. Carter, Keenan, McKiernan, Monk, Tinsley and Yasseen.

Apologies for absence:- Apologies were received from Councillors Bacon.

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

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

**1. MINUTES OF THE PREVIOUS MEETING HELD ON 14 MAY 2025**

**Resolved:** That the Minutes of the meeting of the Overview and Scrutiny Management Board held on 14 May 2025 be approved as a true record.

**2. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**3. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS**

No questions were received.

**4. EXCLUSION OF THE PRESS AND PUBLIC**

There were no reasons to exclude the press or public.

**5. FINANCE UPDATE - JUNE 2025**

At the Chair's invitation the Assistant Director Financial Services introduced the report, indicating that the report aimed to give members an early indication of the outturn financial position for the fiscal year 2024-2025. This preceded the more detailed July outturn report.

The December monitoring position, reported to Cabinet in February, indicated a £3.1 million overspend. Efforts were made to reduce the overspend to mitigate the call on the Council's reserves. The final quarter of the financial year saw improvement, reducing the overspend to £0.3 million.

- Homelessness Spend: Reduced through re-routing and cost reduction.
- Home to school Transport: Cost reduction through re-routing.
- Grant Maximization: Intensive work to maximize available grants.
- Recruitment Holding: Holding recruitment where possible and reasonable.
- Income Generation: Improved income generation in regeneration and environment sectors.

The direct pressures amounted to £12.8 million across the main directorates, primarily as a result of demand and market cost pressures in social care, home to school transport, waste management and homelessness. A proportion of that had been mitigated by planned budget contingencies approved in the budget for 24/25 which were held within central services. They were for social care and home to school transport and totalled £6.9 million.

It was noted that significant savings were achieved through Treasury Management due to the Council's borrowing and lending policies. In terms of savings delivery, about £5 million of the £9 million plan had been delivered. This was affected by challenges in delivering CYPS savings that would carry forward into 25/26. This challenge had been alluded to in the budget setting and budget planning process and MTFS process for 25/26 to 27/28.

The report provided an update on the local Council Tax Support scheme. The scheme had been completed for 24/25 and it was underway for 25/26, with the bulk of allocations having been made but the scheme remained open for new Council Tax Support claimants.

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

In response to a question from Councillor Blackham the Assistant Director Financial Services explained the outturn position improvement was a reduced overspend. When the budget was set for 25/26 it was indicated that the Council had overspend by £3.1 million in 24/25. That position needed an additional call from the reserves that hadn't been planned for in 24/25 of £3.1 million. That balance had been reduced to £0.3 million. So, the Council was effectively losing more reserves from the outset at the start of 24/25, but only by £0.3 million rather than £3.1 million, so it was an improved position against December's but not against the start of 24/25. The Assistant Director Financial Services responded further that in the position where the 25/26 budget was set, it was indicated that £3.1 million of reserves would be used to balance 24/25.

Councillor A Carter expressed concern about the sustainability of using reserves to cover overspends. He questioned how many more years the Council could continue this practice before reserves were depleted to the minimum legal level. The Assistant Director Financial Services explained the £6.9 million budget contingency did not come from reserves; it was planned into the budget for 24/25. It was budget allocated for the financial risk that was anticipated within social care, and home to school transport. The decision was taken to keep that in Central Services at that point in time further intensive work was undertaken to assess what could be done to address the challenges of demand in social care and the challenges on demand in home to school transport.

The 25/26 budget allocated a provision for increased budget for home to

school transport now it was felt that as much as possible had been done to address some of the home to school transport pressures and as much as possible had been done to address the children's social care pressures and adult social care pressures. Those budget contingencies in 25/26 which weren't in reserves had been allocated to those directorates.

Councillor A Carter said his recollection of the budget setting and the Medium-Term Financial Strategy (MTFS) was that the reserves were going to dip in the next few years. It was queried what impact would the reduced overspend have on the reserves, therefore? The Assistant Director Financial Services explained that across the MTFS position, the Council was utilising reserves to support the MTFS period over the next three financial years. From their perspective this was not at a significant level. The improved outturn position would improve the position in the budget and MTFS position by £2.8 million because the Council had planned to use £3.1 million, and was now using £0.3, so would be £2.8 million better off in the reserves position at this point in time, heading into 25/26.

Councillor A Carter asked a further question noting that the reduction in the overspend was in part due to lower spend on homelessness. Could that be explained further please? The Assistant Director Financial Services explained that efforts to reduce homelessness costs included increasing temporary accommodation and investing in the team for better prevention and case management. Councillor A Carter expressed concern about the financial impact of delays in moving people from temporary accommodations to more permanent ones. The Strategic Director for Finance and Customer Services indicated the Housing team would be able to give a more detailed response, however the full outturn report would provide more information which would be presented to Cabinet in July.

Councillor Yasseen questioned the impact of vacancy control on services and the ongoing overspend in Children and Young People Services (CYPS). The Assistant Director Financial Services estimated that approximately £0.5 million saved through this approach. This was not stopping recruiting to those posts but delaying recruitment where it was possible and reasonable to do so.

Councillor Yasseen then raised concerns about the long-term sustainability of services given the pressures of carrying overspend and not recruiting in key positions. The Assistant Director Financial Services clarified it was not a freeze on recruitment but was a focus on senior managers taking sensible decisions about generating savings to support the wider budget position. It was noted that the CYPS overspend had been a recurring issue. Efforts were ongoing to reduce costs and bring spending in line with nearest neighbours' benchmarking. There were a number of saving programs underway in CYPS that had not yet concluded, and this was an area that was under constant review.

The Assistant Director Financial Services indicated that Council's financial position was robust, including the Council's reserves. The upcoming spending review could lead to adjustments in planning and approach, particularly in CYPS social care and SEND placements.

Councillor Brent highlighted section 2.1.4 of the report and asked about the difference between "without impact on services" and "without adverse impact on services" in the context of vacancy control. The Assistant Director Financial Services indicated that it would be for the service to provide more detailed information on where those staff savings had come from. It was important to note that they would not be related to safeguarding posts. There would be occasions where services could accommodate a short delay to the recruitment process. It was understood that there would be some level of impact, but it was a mitigated impact. The Chair requested follow-up information on how many vacancies were held over the last year, broken down by directorate.

Councillor Tinsley expressed concerns about the impact of holding posts on staff workload and service delivery.

Councillor McKiernan asked about the statutory requirements affecting savings targets and whether the overall budget savings were not achieved due to these requirements. The Assistant Director Financial Services indicated the Council was trying to keep to the specific projects that were set aside to deliver CYPS savings and record and track the savings delivered against those specific savings to provide an audit trail for that planned delivery of savings across CYPS. However, it was difficult to track and separate the plan savings from the wider demand and market pressures in CYPS social care.

Councillor A Carter queried if a policy could be developed to set out the Council's approach to delaying recruitment to post. The Chair indicated it would be prudent to get the information requested earlier regarding vacancies before considering if a review into this topic should be undertaken.

Councillor Baggaley sought clarification on the Council Tax Support scheme. The Assistant Director Financial Services clarified the scheme operated in exactly the same basis as in 24/25. The only change was that the award was more significant. It went up each year and was based on clearing a Band A council tax bill. So, the £126.12 that had been used as the top up payment for £25.26 was based on clearing to nil a Band A council tax for someone who was on full local council tax support to completely reduce their bill, effectively to zero. It was felt that as the award increased each year, more individuals were accessing council tax support due to the cost-of-living crisis, leading to a growth in numbers. The overall quantum of support being provided would increase slightly for 2024/25; however, it was still within the remit comfortably of what was set aside in the budget in MTFS.

**Resolved:** That the Overview and Scrutiny Management Board supported the 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.

Further actions that arose from discussions were that:

- OSMB requested further information from Housing detailing what work was being undertaken to determine and mitigate any potential financial impacts of any delays in moving homeless people from temporary accommodations to more permanent accommodation.
- OSMB requested information on the number of vacancies where recruitment to those vacancies was held for a period of time, listed by directorate and the potential impacts of delaying that recruitment process.

## 6. SOCIAL VALUE ANNUAL REPORT

At the Chair's invitation the Leader, Councillor Read introduced the report and highlighted the following aspects:

- The Council adopted its social value policy in 2019.
- The policy aimed to use the procurement process to incentivise certain behaviours from suppliers.
- The Key Objectives were around:
  - Encouraging suppliers to employ more local people.
  - Promoting the payment of the real living wage.
  - Increasing the proportion of Council spend within the local economy.
- The Council worked with the Social Value Portal, a national organisation that provided a set of measures to quantify social value activities.
- The annual report provided an update on the social value activities and commitments made by suppliers.
- Over the course of the last year there was an increase of about £5 million in social value commitments.
- An additional £4 million worth of social value was delivered.
- For example, when entering a contract, a supplier might commit to employing 10 people in Rotherham, which was then tracked and reported as delivered social value.
- In terms of local spend, the Council had spent an additional £28 million in the local economy over the past year, bringing the total to £105 million.
- The proportion of local spend as a percentage of total spend had decreased slightly by 4% but remained broadly in line with previous years.
- Two significant revenue contracts were signed before the social value policy was implemented, these were the Housing Repairs and Maintenance contracts. Efforts were being made to align their

activities with the policy.

- One of those contracts had spent £3.1 million in social value over the past year, which would increase the overall social value by 25%.
- The Social Value Portal had rationalized its measures, adjusting how some measures worked.
- The Council had taken the opportunity to refine its measures to better align with its priorities, reducing the number of measures to around 20-21.
- Two members of staff in the procurement team now worked directly on social value activities.
- The Council had contracted with Go For Growth to help local companies understand and benefit from public sector procurement. This was funded through the UK Shared Prosperity Fund (UKSPF).
- The Council continued to work with partners such as the police, hospital, health partners, and the Chamber of Commerce to align procurement activities and maximize local benefits.
- A new role of an Employee Ownership Officer had been recruited to promote employee ownership models and support businesses considering this option. The officer was in the early stages of their role, with more detailed updates expected in the next annual report.

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

Councillor Keenan welcomed the continuation of the real living wage and asked if the council had extended this standard to all its in-scope contracts? The Leader confirmed it was in progress, with a period required for contracts to roll around. The Head of Policy, Performance and Intelligence added that the renewal time for the accreditation was towards the end of August, early September, and they could share that information.

Councillor Allen found the report incredibly positive and asked if there were any areas where the council could have done better? The Leader acknowledged the positive impact but noted the devil was in the detail, particularly in ensuring suppliers delivered on their social value commitments. He emphasised the need for improvements in contract management and training for staff.

Councillor Allen asked about partner involvement in selecting the TOMS (Themes, Outcomes, and Measures) for social value? The Leader explained the original TOMS were chosen before partnership work began. There was engagement with partners, who prioritised environmental measures more than the council did. The Assistant Chief Executive noted the Council had been focused on the Council having an impact in the local economy, so about having more jobs, more apprenticeships and higher levels of skills for residents. The Chamber of Commerce had indicated that Small and Medium-sized Enterprises (SME's) wanted to focus their

social value actions around providing decarbonisation and mentoring support.

Councillor Blackham questioned the role and impact of the Employee Ownership Hub Manager, expressing concern about the boundaries of the post. The Leader explained the role of the Hub Manager was offering specialist advice and support for different models of business ownership, emphasising the importance of keeping money and ownership within the local economy. This role fitted alongside the existing business advice and support offered by the Council.

Councillor Monk sought assurance that the council was not moving away from focusing on the supply chain, particularly regarding the real living wage and inclusive hiring. The Leader gave assurance that the focus remained on those areas, with improvements expected in the way real living wage measures were framed.

Councillor Yasseen supported the aspirations of the social value policy but emphasised the need for detailed data on the impact, particularly in terms of geography and protected groups, suggesting an independent analysis of the program. The Leader agreed to share existing data and give consideration to an independent analysis. Noting that some aspects of data would be more difficult to track than others. The Social Value Policy had provided measurable impact and benefits for Rotherham. The Head of Policy, Performance and Intelligence and the Service Manager, Procurement added details on connecting contractors with beneficiaries and the importance of partnership work. The Assistant Chief Executive noted the important thing about the partnership piece of work had been in recognising that collectively there was £535 million worth of expenditure across partners that should be maximised and exploited to the fullest benefit of local residents. Some partners were concerned what their role would be if not spending lots of money, but the conduit role that connected the Council with other procurers of goods and services to SMEs or to voluntary sector organisations who could either be a part of the supply chain or recipients of the social value commitment, such as mentoring was just as important and valuable.

Councillor A Carter raised concerns about the overall cost of the social value policy and asked if there were any invest to save aspects that benefited the council and taxpayers. The Leader acknowledged the difficulty in tracking direct correlations but emphasised the measurable impacts and the importance of incentivising positive business behaviours.

Councillor Brent asked for clarification on the term "apprenticeship weeks" and the number of completed apprenticeships. The Leader explained that "apprenticeship weeks" referred to the number of weeks someone had been on an apprenticeship, and the figures represented the aggregate data rather than completed apprenticeships.

Councillor Tinsley inquired about efforts to increase business within

Rotherham, such as offering council business rate discounts for paying the real living wage. The Leader noted that while they engage with businesses through the Chamber of Commerce, there is no separate campaign for business rate discounts.

Councillor Blackham asked if the requirements on contractors and suppliers had led to increased costs and how the council would handle this. The Leader

and the Service Manager, Procurement, explained that while there may be some cost increases, they were not solely due to social value measures. The economic benefit to society was considered, and many activities were already happening.

**Resolved:** That the Overview and Scrutiny Management Board supported the 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.

Further actions that arose from discussions were that:

- OSMB would be provided with a list of all contracts that fall within the eligibility criteria for the Real Living Wage accreditation.

## 7. EMPLOYMENT SOLUTIONS 2025-26

At the Chair's invitation the Cabinet Member for Transport, Jobs and the Local Economy introduced the report making the following points:

- The Employment Solutions Service was created in October 2020, initially funded by the European Social Fund (ESF) programme.
- Its primary goal was to support residents in accessing training and employment opportunities, improving financial circumstances, and broadening employment prospects.
- The Inspire programme merged with the ESF, focusing on increasing residents' earnings capacity and opportunities.
- The ESF programme later merged with the UK Shared Prosperity Fund (UKSPF), running until March 2025.
- In March 2025, the Council decided to allocate £718,000 per year to make the Employment Solutions Service a permanent fixture. This decision was crucial for providing long-term stability and



security to the service, which had previously relied on national grants and funding schemes.

- Since its inception in October 2020, the service had supported over 892 people in gaining employment and nearly 850 people in accessing training opportunities.
- The report outlined the service's targets and milestones for the upcoming year, including the forecasted support from the Pathways to Work team.

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

Councillor Tinsley asked about the geographical spread of service uptake and whether it was more concentrated in Rotherham or evenly spread across the borough. The Employment Solutions Manager confirmed that while delivery tended to be Rotherham-centric, they did work in the wider boroughs, including Rotherham North, Maltby, and Dinnington, with a lot of delivery in community spaces.

Councillor Blackham referred to the additional information provided and asked whether the Employment Solutions Service would be managed separately or alongside the Economic Inactivity Trailblazer. He also inquired about the number of people in the team and the strategic governance group. The Employment Solutions Manager explained that the wider Trailblazer Program commitment was for four hundred job outcomes, with Employment Solutions aiming to deliver 144 job outcomes. They were recruiting twelve new members of staff, with the financial commitment for staffing being around £500,000.

Councillor Yasseen asked about the council's commitment of £718,000 per year and whether it includes existing funded activities or new funding. The Employment Solutions Manager clarified that the £718,000 was for the core team that previously delivered the INSPIRE and ESF programs, and the Pathways to Work Trailblazer was new, standalone funding.

In a follow-up question Councillor Yasseen inquired about the breakdown of outputs and the rationale for not including economically inactive individuals in the Individual Placement Support (IPS) program. The Employment Solutions Manager explained that the economically inactive cohort was targeted under Pathways to Work, and IPS was a niche program for customers in structured recovery from drugs and alcohol addiction, with referrals coming from the Rotherham Drugs and Alcohol Service.

Assurance was sought by Councillor Yasseen about targeted support for specific communities, such as the Roma-Slovakian community. The Employment Solutions Manager explained the programme provided scope to work locally and work was being undertaken with the Clifton Learning Partnership to help breakdown the barriers within those communities and build trust.

Councillor Allen noted a discrepancy in the numbers of registered individuals, those who gained employment, and those who gained training and asked if exit interviews were conducted when someone left the support process. The Employment Solutions Manager stated that exit interviews were conducted where possible, but customers often disengaged for various reasons, and maintaining contact could be challenging.

In a follow up question Councillor Allen asked how older people found out about the employment service and what support it offered them? The Employment Solutions Manager explained that the service was marketed through various channels, including community groups, job centres, and word of mouth. They also ran digital provision programs for older individuals to improve their digital skills.

Councillor A Carter asked if the internalisation of the service was due to unsuccessful applications for future grants and whether the service was deemed not successful enough to qualify for future grants. The Employment Solutions Manager stated that the core funding was awarded based on the success of previous contracts, and the numbers proved the success of those contracts.

In a supplementary question Councillor A Carter inquired if other areas in the country were receiving similar funding and why the government or funding sources might have decided not to invest further. The Assistant Chief Executive explained that the UKSPF was a time-bound fund and would be part of the proposed single settlement to the South Yorkshire Mayoral Combined Authority. The decision to bring forward the proposal for employment solutions was made as part of the last budget round.

**Resolved:** That the Overview and Scrutiny Management Board supported the recommendations that Cabinet: note the proposed Employment Solutions targets and milestones for 2025-26.

## **8. OSMB WORK PROGRAMME 2025-2026**

The Governance Manager provided an update on the Grass Cutting and Grounds Maintenance Review Group, mentioning that they met this week and that there would be subsequent recommendations coming out as a result. The Chair noted that there would be no further meetings required for that review group, this was because officers had provided assurance that progress had been made, due to changes in the service and the missing grass cuts were due to bad weather at the start of the cutting season. A further progress report would be provided in twelve months.

**Resolved:** That the Work Programme be approved.

**9. WORK IN PROGRESS - SELECT COMMISSIONS**

The Chairs of the Select Commissions indicated that no meetings had been held since the last OSMB meeting, therefore there were no updates to be provided.

**10. FORWARD PLAN OF KEY DECISIONS**

The Board considered the Forward Plan of Key Decisions June to August 2025, with the Governance Manager highlighting the potential topics for consideration at OSMB's July meeting.

Councillor A Carter noted the Local Offer for Kinship Carers was being considered by the Improving Lives Select Commission but suggested that OSMB may wish to consider the Ethical Procurement Policy as a topic for pre-decision scrutiny.

The Chair noted that the financial reports would be considered and Members of OSMB agreed that the Council Plan 2022-25 and Year Ahead Delivery Plan Progress Update for 2024-25 (to cover the year-end updates) item should also be considered.

The draft agenda for July's OSMB meeting would consist of the following items as discussed and agreed by the Board:

- Council Plan 2022-25 and Year Ahead Delivery Plan Progress Update for 2024-25 (to cover the year-end updates)
- Financial Outturn for 2024-25
- Treasury Management Outturn for 2024-25
- May 2025-26 Financial Monitoring Report
- Ethical Procurement Policy

**Resolved:** That the Overview and Scrutiny Management Board:

1. Noted the contents of the Forward Plan, and
2. Agreed the following items would be considered at the July meeting as part of the Boards pre-decision scrutiny work:
  - a. Council Plan 2022-25 and Year Ahead Delivery Plan Progress Update for 2024-25 (to cover the year-end updates)
  - b. Financial Outturn for 2024-25
  - c. Treasury Management Outturn for 2024-25
  - d. May 2025-26 Financial Monitoring Report
  - e. Ethical Procurement Policy

**11. CALL-IN ISSUES**

There were no call-in issues.

**12. URGENT BUSINESS**

There were no urgent items.



Public Report  
Cabinet

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**Committee Name and Date of Committee Meeting**

Cabinet – 07 July 2025

**Report Title**

Council Plan and Year Ahead Delivery Plan Progress Update – Final Report for 2024/25.

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

Yes

**Strategic Director Approving Submission of the Report**

Jo Brown, Assistant Chief Executive

**Report Author(s)**

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**Ward(s) Affected**

Borough-Wide

**Report Summary**

In January 2022, the Council adopted a Council Plan for 2022-25, including a suite of performance measures. The Plan was informed by public consultation and set out the Council's vision for the Borough and priorities for serving residents and communities.

To enable the Council to work towards the Council Plan outcomes and achieve its commitments, a Year Ahead Delivery Plan was also developed, setting out the key activities to be delivered over the period from 1 January 2022 to 31 March 2023.

The Year Ahead Delivery Plan is updated annually, alongside a review of the Council Plan performance measure targets.

The Year Ahead Delivery Plan for 2024-25 and the review of the Council Plan performance measure targets was approved by Cabinet on 29 July 2024. In line with previous years, it was agreed that there would be two monitoring reports published over the year.

The second and final progress report for 2024-25 is attached at Appendix 1 to this report. It includes performance measures for Quarter 4 (January to March 2025) and progress updates Year Ahead Delivery Plan actions up to 31 May 2025.

## **Recommendations**

That Cabinet:

1. Note the overall position in relation to the Year Ahead Delivery Plan activities.
2. Note the Quarter 4 data for the Council Plan performance measures.
3. Note that the Council has been using a new Council Plan from June 2025 with this being the final report for the 2022-25 Council Plan.

## **List of Appendices Included**

- Appendix 1 – Council Plan Progress Report – Final Report for 2024/25 (Quarter 4 performance data and progress on Year Ahead Delivery Plan 2024/25).
- Appendix 2 – Equality Analysis.
- Appendix 3 – Carbon Impact Assessment.

## **Background Papers**

Council Plan 2022-25 and Year Ahead Delivery Plan approved by Council in January 2022.

Council Plan 2022-25 and Year Ahead Delivery Plan annual report considered on 29 July 2024.

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

## **Consideration by any other Council Committee, Scrutiny or Advisory Panel**

None

## **Council Approval Required**

No

## **Exempt from the Press and Public**

No

## **Council Plan and Year Ahead Delivery Plan Progress Update.**

### **1. Background**

- 1.1 The Council Plan 2022-25 is a key document, which sets out the Council's vision for the Borough and priorities for serving residents and communities and is informed by public consultation. The Plan provides the medium-term basis for targeting resources, informing the budget-setting process, and planning cycles, and ensuring that residents can hold the Council to account for delivery.
- 1.2 To enable the Council to work towards the Council Plan outcomes and achieve the commitments, the Plan includes a suite of performance measures and targets as well as a Year Ahead Delivery Plan, which sets out the key activities to be delivered over the financial year ending 31 March 2025.
- 1.3 The Council Plan 2022-25 was adopted by Council in January 2022. The Year Ahead Delivery Plan is updated every year and the Plan for 2024-25 was approved by Cabinet on 29 July 2024.
- 1.4 The process for monitoring performance is set out in the Council's Performance Management Framework, which explains how robust performance monitoring should be carried out.
- 1.5 To ensure that the delivery of actions and their impact is assessed, formal performance reports have been presented in public at Cabinet meetings twice a year, as previously agreed. Scrutiny has the opportunity to consider the reports in line with the Council's normal processes, as has been undertaken on previous update reports.
- 1.6 Service plans have been produced for every Council service and these are reviewed annually to ensure a 'golden thread' runs from the Council Plan through to each service as well as the 'My Year Ahead Delivery Plan' Personal Development Review (PDR) process at individual officer level.

### **2. Key Issues**

- 2.1 Informed by a programme of public and stakeholder engagement, the Council Plan set out medium-term priorities and actions, building on and taking forward commitments made by Councillors to the Rotherham community. The Plan was framed around five themes:
  - Every neighbourhood thriving
  - People are safe, healthy, and live well
  - Every child able to fulfil their potential
  - Expanding economic opportunity
  - A cleaner, greener local environment.
- 2.2 These five themes were underpinned by a cross-cutting strand - 'One Council' - which set out how the Council would operate to achieve the vision.

- 2.3 The Council Plan set out the outcomes that the Council will work towards over the period from 2022 to 2025. There were 26 outcomes and 47 commitments in total.
- 2.4 To ensure delivery against these, the Year Ahead Delivery Plan included 100 priority actions/milestones, which were to be delivered by March 2025.
- 2.5 The Council Plan was monitored through both the delivery of the milestones and activities within the Year Ahead Delivery Plan and the 68 performance measures outlined in the Council Plan. The performance measures included a mixture of output measures and longer-term outcome measures.
- 2.6 The Quarter 4 progress report for 2024-25 (Appendix 1) focuses on the progress made across all the Year Ahead Delivery Plan activities to deliver the Council Plan's five headline priorities for Rotherham. The report has been designed to ensure that progress on the Year Ahead Delivery Plan activities is as up to date as possible at the time of publication.
- 2.7 The targets for Council Plan performance measures relate to the financial year 2024-25 and are reported here for Quarter 4 (January to March 2024). Appendix 1 includes full details of performance against these measures.
- 2.8 The Quarter 4 progress report (Appendix 1) includes a high-level overview overall and is then presented by Council Plan theme, with each thematic section including achievements and challenges, Year Ahead Delivery Plan trackers and performance scorecards. The report also includes wider information, key facts and intelligence, specific case studies and a timeline of key achievements/activities to demonstrate activity during the first half of the year.
- 2.9 The Year Ahead Delivery Plan milestone trackers (included in Appendix 1) outline progress against the 100 actions within the Year Ahead Plan. Each action has been rated as follows:

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

- 2.10 As of 31 May 2025, the activities within the Year Ahead Delivery Plan are rated as follows:
- 77% (77) complete
  - 4% (4) are delayed by less than 3 months
  - 19% (19) will not be met within 3 months of original target date.



2.11 The performance scorecards included in Appendix 1 provide an analysis of the Council's performance against each of the 68 performance measures and each are given equal priority.

2.12 Each of the measures are rated as follows:

Status	Definition
✓	Performance is on or above target.
●	Currently performance is not at expected levels. Confidence that the target will still be achieved by year-end.
✗	Performance is not currently on target. High risk that year-end target will not be achieved.
△	Target cannot be assessed this quarter (ie annual measure or awaiting publication of data)
①	Information measure targets not applicable (ie volume/demand measures where 'good' is neither high or low)

Direction of travel	Definition
↑	Performance or numbers have improved.
→	Performance maintained or numbers are the same.
↓	Performance or numbers have declined.
◆	Quarterly direction of travel not applicable.

2.13 For the report covering Quarter 4, the status of the performance measures and direction of travel for each is set out below:

#### Progress against targets

- Performance is on or above target – 36 measures (53%)
- Currently performance is not at expected levels. Confidence that the target will be achieved by year-end – 0 measures (0%)
- Performance is not currently on target. High risk that year-end target will not be achieved – 24 measures (35%)
- Target cannot be assessed this quarter. (i.e. Annual measure or awaiting publication of data) – 3 measures (4%)
- Information measure targets not applicable. (i.e. Volume / Demand measures where 'good' is neither high or low) – 5 measures (8%)

### **Direction of travel**

- Performance or numbers have improved – 31 measures (46%)
- Performance maintained or numbers are the same – 3 measures (4%)
- Performance or numbers have declined – 26 measures (38%)
- Direction of travel not applicable – 8 measures (12%)

### **3. Options considered and recommended proposal**

- 3.1 The Council Plan 2022-25 was developed in consultation with Cabinet Members and officers across all directorates, as well as being informed by public consultation. This report forms part of the Council's commitment to public reporting on its progress.
- 3.2 It is recommended that Cabinet note the overall position in relation to the Year Ahead Delivery Plan activities for 2024-25 and performance to 31 March 2025 for the Council Plan performance measures.

### **4. Consultation on proposal**

- 4.1 A programme of public consultation and engagement to support the development of the Council Plan took place throughout August and September 2021. This included online and postal surveys, focus groups, a series of short interactions and engagement at the Rotherham Show. There were 350 online and postal surveys returned and over 1,000 other interactions in total across all methods of engagement.
- 4.2 In addition to the public consultation, engagement took place with key stakeholders, including work with Cabinet members and officers across all directorates, a session with the Overview and Scrutiny Management Board (OSMB) and a session that was open to all elected members.
- 4.3 The consultation is part of an ongoing dialogue between the Council and members of the public. Feedback continues to be sought on core documents such as the Year Ahead Delivery Plan activities, Rotherham Together Partnership Plan and the Equalities, Diversity and Inclusion Strategy.
- 4.4 It should also be noted that a further consultation has recently taken place between September and November 2024, to inform the development of the next Council Plan, which was agreed by Council on the 21<sup>st</sup> May 2025.

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

- 5.1 This progress report follows the previous report brought to Cabinet in January 2025, together they cover the performance over the whole of the 2024-25 financial year.

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

- 6.1 The Council Plan and the Year Ahead Delivery Plan are designed to help steer the use of Council finances, balanced against the wider funding backdrop for

the Council and the broader context of national local government finance and policy. There are no direct financial implications as a result of this report and the delivery of the Council Plan will be managed within the Council's available budgets.

- 6.2 The Council operates in a constantly changing environment. It will be important to ensure that ambitions and performance targets remain realistic in the context of central government policy, forthcoming legislation and the financial position of the Authority.
- 6.3 Whilst there are no direct procurement implications in this report, the Council Plan and Year Ahead Delivery Plan include some activities which require the need to procure goods, services or works to achieve their outcomes. All projects will need be procured in line with the Public Contracts Regulations 2015, the Procurement Act 2023, or the Health Care Services (Provider Selection Regime) Regulations 2023, whichever is applicable, as well as the Council's own Financial and Procurement Procedure Rules, giving clear consideration and application of social value, the Real Living Wage and other ethical factors.
- 6.4 Appendix 1 includes information regarding the Council's financial position, and this is aligned to the financial reporting timelines.

## **7. Legal Advice and Implications**

- 7.1 Whilst there is no specific statutory requirement for the Council to have a Performance Management Framework and Council Plan, being clear about the Council's ambitions gives staff, partners, residents, and central Government a clear understanding of what it seeks to achieve and how it will prioritise its spending decisions.
- 7.2 An effective and embedded Council Plan is also a key part of the Council's ongoing improvement journey.

## **8. Human Resources Advice and Implications**

- 8.1 There are no direct Human Resources (HR) implications arising from this report. However, the contribution HR makes to an engaged, diverse, and skilled workforce—empowered to embrace new ways of working to meet the needs of all customers—has been a key element of the 'One Council' theme. The delivery of the Council Plan has been supported throughout by the Workforce Plan 2022–2025.

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

- 9.1 The Council Plan has a core focus on the needs of children and young people and vulnerable adults and this is embedded throughout all themes of the plan, particularly in theme three (Every child able to fulfil their potential).

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

- 10.1 Equalities is cross cutting throughout the Council Plan and Year Ahead Delivery Plan.
- 10.2 Of the five guiding principles, two specifically aim to meet residents' and communities' differentiated needs:
- Expanding opportunities for all
  - Working with our communities
- 10.3 'Expanding opportunities for all' encompasses the Council's essential priority to tackle inequality, striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. To complement this approach, 'working with our communities' ensures that to achieve the best outcomes for local people, residents are involved in the things that matter to them and services are designed based on input from those who use them.
- 10.4 There is also an outcome focussed on addressing inequalities and leaving no one behind within the 'people are safe, healthy and live well' theme. This will involve providing support to our communities at a level that is proportionate to the degree of need – taking a universal approach where appropriate whilst also providing targeted support to those who most need it.
- 10.5 In addition, the underlying 'One Council' theme encompasses two specific areas which ensure different needs are met:
- Effective customer services
  - Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers
- 10.6 The Council's commitment to place all customers at the heart of service delivery includes a strengthened approach to equalities and being inclusive. The commitment to an engaged, diverse and skilled workforce is expected to improve the council's response to diverse customer needs, by bringing a more differentiated understanding of equality and diversity considerations and barriers.
- 10.7 A detailed Equality Analysis is attached (Appendix 2).

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

- 11.1 A cleaner, greener local environment is a theme within the Plan, focused around reducing harmful levels of carbon emissions to limit the impacts on communities and the environment. Actions within this theme encompass plans for the reduction of emissions in housing, through the Housing Strategy, and transport, such as through cycleway improvements, and public transports improvements, as well as improving data on waste and single-use plastic. A Carbon Impact Assessment has been produced based on the Year Ahead Delivery Plan (see Appendix 3).

## 12. Implications for Partners

- 12.1 Working with partners across the public, private and voluntary and community sectors will be integral to the delivery of the Council Plan, and partners have been consulted as part of its development. All the themes will require multi-agency approaches to some degree and the Council will continue to show effective leadership, operating through a range of strategic partnership bodies.
- 12.2 Following the refresh of the Rotherham Together Plan, which was formally launched in January 2023, showcase events have continued to celebrate the achievements of the Partnership. This year, events have taken place in September 2024 at the Arc Cinema in Forge Island, and in April 2025 at the Maltby Learning Trust Academy. The Rotherham Together Plan links to the Council Plan and is included in the milestones under theme 6, “One Council”.

## 13. Risks and Mitigation

- 13.1 The Corporate Strategic Risk Register is aligned to the Council Plan themes and the process of identifying and mitigating strategic risks is clearly linked to the Plan.
- 13.2 Progress reports will continue to note risks associated with actions at risk of not being delivered, or those that have missed the deadline, as well as performance measures which have not progressed in accordance with the target set.
- 13.3 Directorates are also responsible for ensuring that any significant risks are addressed via directorate and corporate risk registers.

## 14. Accountable Officers

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 Assistant Chief Executive’s Directorate  
[Simon.dennis@rotherham.gov.uk](mailto:Simon.dennis@rotherham.gov.uk)

Approvals obtained on behalf of Statutory Officers:

	Named Officer	Date
Chief Executive	Sharon Kemp	22/06/25
Strategic Director, Finance & Customer Services (S.151 Officer)	Judith Badger	19/06/25
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	20/06/25

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

# COUNCIL PLAN 2022/25 AND YEAR AHEAD DELIVERY PLAN

## Year-end Progress Report

Period: Quarter 4 2024/25 performance data  
and progress on the Year Ahead Delivery Plan.



# CONTENTS

<b>1. EXECUTIVE SUMMARY</b>	<b>3</b>
<b>2. STATUS DEFINITIONS</b>	<b>5</b>
<b>3. OVERVIEW OF PERFORMANCE AND PROGRESS</b>	<b>6</b>
EVERY NEIGHBOURHOOD THRIVING - Achievements and challenges	7
PEOPLE ARE SAFE, HEALTHY AND LIVE WELL - Achievements and challenges	12
EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL - Achievements and challenges	16
EXPANDING ECONOMIC OPPORTUNITY - Achievements and challenges	21
A CLEANER, GREENER LOCAL ENVIRONMENT - Achievements and challenges	25
ONE COUNCIL - Achievements and challenges	29
<b>4. FINANCE UPDATE</b>	<b>32</b>
<b>5. TIMELINE OF KEY ACHIEVEMENTS AND ACTIVITIES</b>	<b>39</b>

<b>6. THEME UPDATES</b>	<b>40</b>
<b>6.1 THEME 1 - EVERY NEIGHBOURHOOD THRIVING</b>	<b>40</b>
• Headlines – evidencing our progress	41
• Narrative – the bigger picture	42
• Year Ahead Delivery Plan tracker	44
• Performance measures	50
• Case studies	53
<b>6.2 THEME 2 - PEOPLE ARE SAFE, HEALTHY AND LIVE WELL</b>	<b>56</b>
• Headlines – evidencing our progress	57
• Narrative – the bigger picture	58
• Year Ahead Delivery Plan tracker	60
• Performance measures	68
• Case studies	71
<b>6.3 THEME 3 - EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL</b>	<b>73</b>
• Headlines – evidencing our progress	74
• Narrative – the bigger picture	75
• Year Ahead Delivery Plan tracker	76
• Performance measures	84
• Case studies	86

<b>6.4 THEME 4 - EXPANDING ECONOMIC OPPORTUNITY</b>	<b>90</b>
• Headlines – evidencing our progress	91
• Narrative – the bigger picture	92
• Year Ahead Delivery Plan tracker	94
• Performance measures	102
• Case studies	104
<b>6.5 THEME 5 - A CLEANER, GREENER LOCAL ENVIRONMENT</b>	<b>108</b>
• Headlines – evidencing our progress	109
• Narrative – the bigger picture	110
• Year Ahead Delivery Plan tracker	111
• Performance measures	118
• Case studies	120
<b>6.6 THEME 6 - ONE COUNCIL</b>	<b>123</b>
• Headlines – evidencing our progress	124
• Narrative – the bigger picture	125
• Year Ahead Delivery Plan tracker	127
• Performance measures	133
• Case studies	136



# I. EXECUTIVE SUMMARY

The [Council Plan](#) is a key document which sets out the Council's vision for the borough and priorities for serving residents and communities. The Plan provides the medium-term basis for targeting resources, informing the budget-setting process and planning cycles, and ensuring that residents can hold the Council to account for delivery.

Four guiding principles run through the Plan, informing the Council's way of working and helping to achieve better outcomes.

## **Expanding opportunities for all**

As we open up new opportunities we will target the most help at those who need it, so no one is left behind.

## **Recognising and building on our strengths to make positive change**

This will involve making the best use of local assets, including buildings, parks and public spaces, as well as harnessing the knowledge and skills of community groups and local residents.

## **Working with our communities**

To achieve the best outcomes for local people, we recognise the importance of putting them at the heart of everything we do. That means involving local residents in the things that matter to them and making sure we design our services based on input from those who use them.

## **Focussing on prevention**

We know that prevention is better than cure in achieving positive outcomes for our residents. For this reason, we will focus on reducing the risk of problems arising in the first place, and when they do, we will intervene early to prevent them from worsening.

# I. EXECUTIVE SUMMARY

**Informed by a programme of public and stakeholder engagement, the Council Plan is framed around five themes**



These five themes are underpinned by a cross-cutting strand – ‘One Council’ - which sets out how the Council will operate to achieve the vision.

To ensure delivery of the Council Plan, annual Year Ahead Delivery Plans are produced. The [Year Ahead Delivery Plan](#) for the 2024/25 financial year covers the final year of the Council Plan.

This is the year-end progress report for 2024/25 to Cabinet.

The report focuses on progress made in delivering the 100 priority actions/ milestones contained within the Year Ahead Delivery Plan and the 68 headline performance measures that best demonstrate progress in achieving the 26 key outcomes. It also brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate the impact on residents and communities.










Through directorate and service-level business plans the Council carries out wider work to measure performance and quality. This report provides an overview of the contribution that the Council makes across all of its activities to improve Rotherham as a place to live, work and spend time.

## 2. STATUS DEFINITIONS

### Year Ahead Delivery Plan definitions

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

### Performance measure definitions

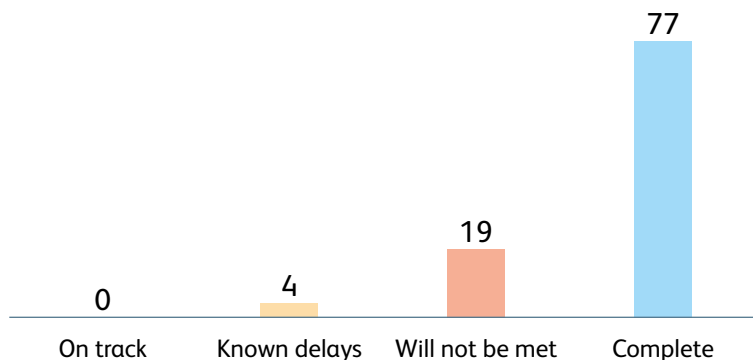
	Performance is on or above target		Performance or numbers have improved.
	Currently performance is not at expected levels. Confidence that the target will be achieved by year-end.		Performance maintained or numbers are the same.
	Performance is not currently on target. High risk that year-end target will not be achieved.		Performance or numbers have declined.
	Target can not be assessed this quarter. (ie Annual measure or awaiting publication of data).		Quarterly direction of travel not applicable.
	Information measure targets not applicable. (ie Volume / Demand measures where 'good' is neither high or low).		

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

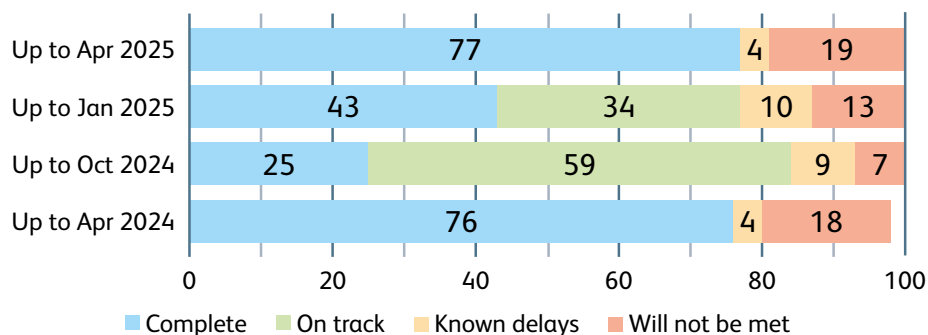
The diagrams below provide details of the overall status in relation to the Council Plan performance measures (where data is available or where targets have been set) and Year Ahead Delivery Plan actions/milestones.

## YEAR AHEAD PLAN ACTIONS/MILESTONES

Year Ahead Delivery Plan Actions Status

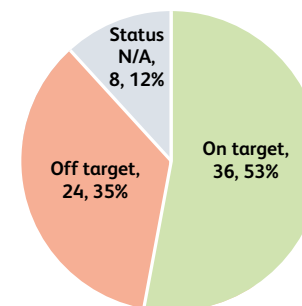


Year Ahead Delivery Plan Trend

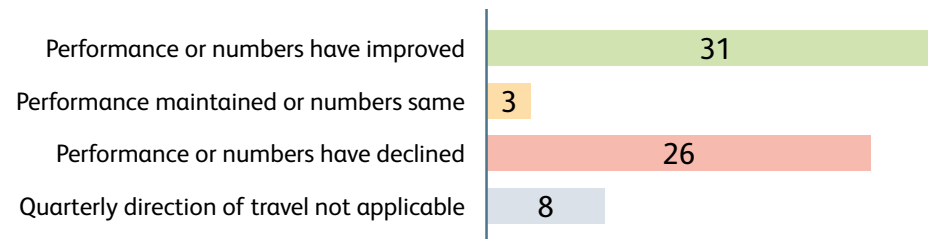


## PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



Of the 22 measures with a downward trajectory, 10 are still on or above the target set, none are not at expected levels and 12 are off target. Services are reviewing mitigations to improve performance. (The overall totals in the diagrams may differ because the direction of travel is not applicable for all measures).

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EVERY NEIGHBOURHOOD THRIVING - ACHIEVEMENTS AND CHALLENGES

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

### Achievements

#### Year Ahead Delivery Plan activities *(completed in the last six months)*

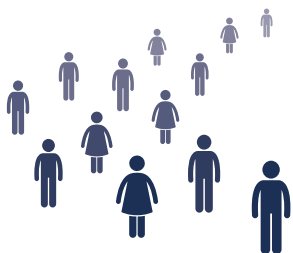
Developed and delivered an action plan that ensures the Council and its partners are maximising opportunities to join-up activities and initiatives in three locality areas across the borough.



Designed and implemented a new pedestrian crossing at Cortonwood in March 2025.



Page 33

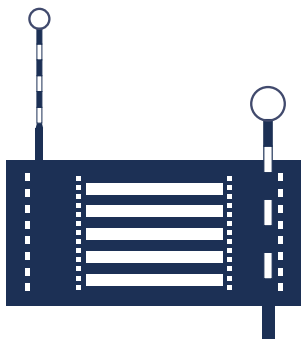


Successfully delivered a range of cultural events including: Signals Festival, Roots – Rotherham Street Carnival and Otherham (see case study below).



Developed the Community Safety Strategy 2025/28, approved by the Safer Rotherham Partnership Board.

Designed and implemented a new pedestrian crossing at Swallownest in January 2025.



Approved improvement projects to principal towns and villages across the borough, delivered as part of Our Places.

Completed the Public Space Protection Order review, the two new three-year orders commenced in January 2025.



# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EVERY NEIGHBOURHOOD THRIVING - ACHIEVEMENTS AND CHALLENGES CONTINUED

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

### Achievements

#### Performance measures (achieved and improving)



Satisfaction with the borough as a place to live has improved as recorded in the Resident Satisfaction Survey for 2024. 66 % of respondents said, overall, they were satisfied with the Rotherham borough as a place to live, which is above the Council Plan target of 62 % and average across previous surveys (*higher is better*).



109 new volunteering opportunities created for local people via the voluntary and community sector in 2024/25, against a Council Plan target of 80 (*higher is better*).

During 2024/25, there were 4,183,373 visits to culture, sport and tourism facilities, against a target of 4,000,000 and 97 % of customers were satisfied with culture, sport and tourism services (*higher is better*).



80.8 % of the local 'principal road' network is classed as 'green status' (do not require repair), against a year-end target of 79.4 % (*higher is better*).

78.5 % of the local 'non-principal' road network is classed as 'green status' (do not require repair), against a year-end target of 77 % (*higher is better*).



66.2 % of the local 'unclassified' road network classed as 'green status' (do not require repair), against a year-end target of 64.9 % (*higher is better*).

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EVERY NEIGHBOURHOOD THRIVING - ACHIEVEMENTS AND CHALLENGES CONTINUED

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

### Challenges

#### Year Ahead Delivery Plan activities *(not achieved/delayed)*

Phase 1 of the Local Neighbourhood Road Safety programme to implement new neighbourhood road safety measures is delayed to Quarter 3 2025/26.



Schemes in seven wards are now been complete, however due to delays in design completion some schemes are still in the process of issuing construction.



The third phase of investment in the borough's CCTV equipment has been delayed. Further work to link systems together is now being developed with proposals due to be finalised in early 2025/26.

The investment of £3 million to deliver the repair of unclassified roads and £1.2 million to repair footways in the 2024/25 Highway Repair Programme will not be met with delays caused by wintry conditions and road space not being available due to utility works. These repairs will be delivered early in the Highway Repair Programme 2025/26.



While most of the remaining schemes are complete (see case study below), phase 1 of the Towns and Villages Fund programme at Maltby East has been delayed to Quarter 3 of 2025/26. This delay is due to the expansion of the scheme's scope and the allocation of additional budgets.



# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EVERY NEIGHBOURHOOD THRIVING - ACHIEVEMENTS AND CHALLENGES CONTINUED

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

Challenges

Performance measures *(not met and worsening)*



Satisfaction with the local area as a place to live (Resident Satisfaction 2024) – 75 % of respondents said, overall, they were satisfied with their local area as a place to live, which is below the Council Plan target of 80 % *(higher is better)*.



Public perception of anti-social behaviour via the ‘Your Voice Counts’ survey decreased in 2024/25 to 44 %, against a target of lower than 43 % *(lower is better)*.

Perceptions of feeling safe outside during the day have declined (Resident Satisfaction 2024) – 85 % of those surveyed feel safe during the day, against a target of 90 % and national figure of 91 % *(higher is better)*.



167 anti-social behaviour community protection notices were issued (anti-social behaviour, waste and noise) in 2024/25, against a year-end target of 200 *(higher is better)*.



6 % of positive outcomes for hate crime investigations in Quarter 4 (11 % year-end), against a year-end target of 20 % *(higher is better)*.



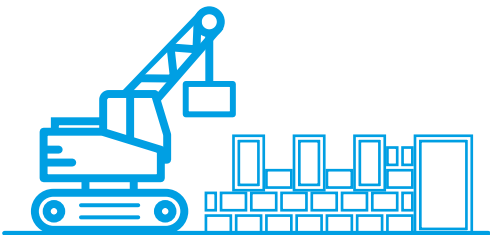
# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## PEOPLE ARE SAFE, HEALTHY AND LIVE WELL - ACHIEVEMENTS AND CHALLENGES

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

Achievements

Year Ahead Delivery Plan activities *(completed in the last six months)*



Started the building groundwork for Castle View Day Service in October 2024 with the current estimated completion date is March 2026 (see case study below).



Expanded the Council’s temporary accommodation by 17 homes in 2024/25 through the Councils’ Housing Delivery Programme.

Groundwork for the new homes, through the Housing Growth Programme, began in January 2025 at West Melton and in February 2025 at Swinton.



150 new homes acquired or built through the Housing Growth Programme, the 150th home was delivered in February 2025 (see case study below).



Event focussed on securing a pipeline of future investment in new affordable homes through joint work with registered providers of social housing and Homes England took place in March 2025.



Delivered the Local Councils Tax Support Top Up scheme to all residents on Council Tax Support, providing up to £121.06 per working household.

Successfully delivered the Energy Crisis Support scheme, providing up to £250 to households that are struggling to meet the cost of their energy bills.



# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## PEOPLE ARE SAFE, HEALTHY AND LIVE WELL - ACHIEVEMENTS AND CHALLENGES CONTINUED

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

### Achievements

#### Performance measures *(achieved and improving)*



97 % of adults involved in a safeguarding enquiry felt their personal outcomes were at least partially met during 2024/25, against a target of 97 % *(higher is better)*.



94.5 % of Council housing repairs were completed 'right first time' during 2024/25 *(higher is better)*, exceeding the target of 93 % and improving on the 2023/24 figure (94.4 %).



The proportion of households that were prevented or relieved from homelessness in 2024/25 increased to 85.2 %, an increase on the 2023/24 figure (80.9 %) and exceeding the Council Plan target (85 %) *(higher is better)*.

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## PEOPLE ARE SAFE, HEALTHY AND LIVE WELL - ACHIEVEMENTS AND CHALLENGES CONTINUED

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

### Challenges

#### Year Ahead Delivery Plan activities *(not achieved/delayed)*



The Domestic Abuse Delivery Model review is delayed to ensure alignment with the Domestic Abuse Strategy midpoint review. Now due to be completed in December 2025.

#### Performance measures *(not met and worsening)*



In 2024/25, there were 327 new older adult admissions to long term residential care (aged 65+) *(lower is better)*, against a year-end target of 317.



95.1 % of Council housing stock meets the 'Decent Homes' standard, against a target of 100 % *(higher is better)*. This is also a decrease from the 2023/24 figure (100 %).

The groundwork for new homes under the Housing Growth Programme has been delayed. For Eastwood, the new target date is now Quarter 4 of 2025/26, and for Maltby, it is Quarter 2 of 2025/26. These delays are due to issues in the procurement process and obtaining planning permission.



The engagement rate with domestic abuse support services was 58 % in 2024/25, against a target of 60 % *(higher is better)*. This is a decrease from the 2023/24 figure (67 %).

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL – ACHIEVEMENTS AND CHALLENGES

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

### Achievements

#### Year Ahead Delivery Plan activities *(completed in the last six months)*



Delivery of the Baby Packs scheme commenced in April 2025 to support families across the borough with essential items (see case study below).



Submitted the registration of a fourth two-bedroom residential children's home to make sure Children in Care and young people can stay in the borough.

90% of families have registered for a Rotherham Family Hub with a child up to six months by the end of 2024/25 (see case study below).



Increased the amount of local education placements for young people with special educational needs in eight schools across the borough.



175 support sessions have been delivered in 2024/24 to enhance the under 5's offer within communities across the borough.



Building work has been commissioned to develop the Eric Manns building into a centre for children with special education needs and disabilities.

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL – ACHIEVEMENTS AND CHALLENGES

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

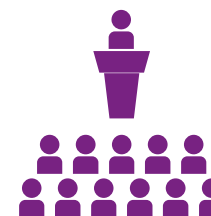
### Achievements

Year Ahead Delivery Plan activities *(completed in the last six months)* continued



The Independent Travel Training scheme has successfully trained 31 young people in 2024/25. This scheme is enabling more children and young people with special educational needs or disabilities to travel independently and achieve their full potential.

Engaged with all 27 Rotherham secondary schools and colleges throughout 2024/25 through the Enterprise Adviser Network Project, enhancing the career provisions of young people across the borough.



Page 41



Began the redevelopment of the new Water Splash facility at Clifton Park, with the project on track to be delivered by July 2025.

**CHILDREN'S  
CAPITAL OF  
CULTURE.**

Officially launched the programme for the Children's Capital of Culture in December 2024 at the Arc Cinema.

Delivered 208 support sessions throughout 2024/25 to support young people to engage with youth services across the borough.



# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL – ACHIEVEMENTS AND CHALLENGES

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

### Achievements

#### Performance measures (*achieved and improving*)



Proportion of two-year olds taking up an early education place has increased to 85.7% (*higher is better*), which is above the year-end Council Plan target of 85% and above the latest national average of 74.8%.

The number of Children in Need (rate per 10k population) has reduced to 310.7 (*lower is better*), which is below the year-end target of 375.5 and lower than the latest national (332.9) and statistical neighbour (398.8) averages.



The number of Looked After Children (rate per 10k population) has steadily reduced over the last few years reaching 83.0 at the end of the 2024/25 (*lower is better*). This is below the Council Plan target (95.2) and latest statistical neighbour average (100.9) but does remain above the latest national average (70.0).

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL – ACHIEVEMENTS AND CHALLENGES

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

### Achievements

#### Year Ahead Delivery Plan activities *(not achieved/delayed)*



Registration for a third two-bedroom home for children will not be met due to delays caused by the recruitment of a Registered Manager, the new target date is Quarter 1 of 2025/26.

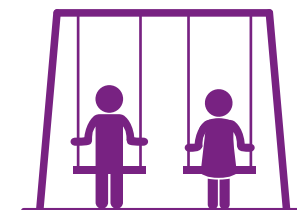


The registration for a sixth two-bedroom residential home is delayed, the planning application is now due to be submitted in May 2025.

The submission of registration for a third two-bedroom home, a fifth two-bedroom home and a sixth two-bedroom residential home is delayed due to challenges with the planning process, a Department for Education capital bid and recruitment. Registration is now expected to be submitted in Quarter 1 and Quarter 3 2025/26.



While a strategic programme is in place for the Children's Playground Programme and consultation has taken place, the delivery of the programme is delayed. Estimated completion date is now October 2025 for Rother Valley and Thrybergh Country Parks.



# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL – ACHIEVEMENTS AND CHALLENGES CONTINUED

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

### Challenges

#### Performance measures *(not met and worsening)*



78.5% of year 1 pupils passed the phonics screening check in 2023/24 academic year, showing a 0.5% decrease when compared to the previous academic year 2022/23 (79.0%) (*higher is better*). This is below the Council Plan target (80.8%) which is in line with the statistical neighbour average.



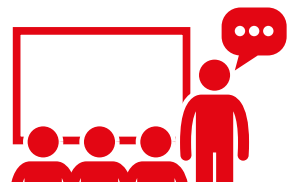
# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EXPANDING ECONOMIC OPPORTUNITY - ACHIEVEMENTS AND CHALLENGES

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

### Achievements

Year Ahead Delivery Plan activities *(completed in the last six months)*



Successfully delivered 64 business workshops throughout 2024/25, providing start-up advice and support to 464 attendees.

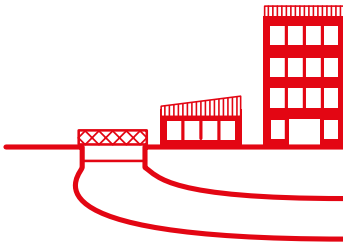


A plan to attract inward investment has been developed and in operational delivery from April 2025.

Provided 132 businesses with financial assistance to support investment throughout 2024/25.



Vetro Lounge, the first restaurant at Forge Island, opened on April 30, 2025. The second eatery, Sygnature Dish, is scheduled to open in the Quarter 1 2025/26 (see case study below).



Launched the Destination Management Plan, advisory board meetings have identified key workstreams and allocated resources for effective delivery.



Construction began at Riverside Gardens on 28 April 2025, with expected completion by June 2026.

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EXPANDING ECONOMIC OPPORTUNITY - ACHIEVEMENTS AND CHALLENGES

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

### Achievements

Year Ahead Delivery Plan activities (completed in the last six months) continued



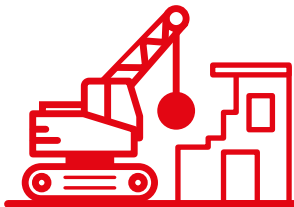
The renovation works at Wentworth Woodhouse were completed in December 2024 and Gulliver’s Skills Academy reported completion in May 2025, following some delays.

Provided tailored advice and non-financial support throughout 2024/25 through Go4Growth to support ten Rotherham businesses through one-to-one organisational support and two Rotherham specific courses.



Page 46

Demolition commenced on the Guardian Centre Building in Quarter 4 to facilitate further development works at the new market and library building.



Worked with Partners across 2024/25 to deliver actions from the Digital Inclusion Strategy, establishing access to support for those at risk of digital exclusion.



Agreed a Social Value Action Plan alongside Rotherham Together Partnership to drive the social value agenda forward.

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EXPANDING ECONOMIC OPPORTUNITY - ACHIEVEMENTS AND CHALLENGES

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

### Achievements

#### Performance measures *(achieved and improving)*



The survival rate of new businesses supported by the Rotherham Investment & Development Office (RiDO) over the first three trading years is 86% *(higher is better)*, against a Council Plan target of 81%. In particular, the survival rates of businesses supported in the last 12 months has increased.



There have been 130,191 engagements with library services that help people gain skills and get a job during 2024/25, against a year end target of 100,000 *(higher is better)*.



Total of 239,392 online customer transactions were completed throughout 2024/25 *(higher is better)*, exceeding the annual target of 185,400.

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## EXPANDING ECONOMIC OPPORTUNITY – ACHIEVEMENTS AND CHALLENGES CONTINUED

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

### Challenges

#### Year Ahead Delivery Plan activities (not achieved/delayed)



Construction work at the Templeborough Business Zone Project has been delayed due to the need to reconfigure contractual arrangements, with a resolution likely to be met by August 2025.

Proposed governance revision to the National Planning Policy Framework and the requirement for a new Local Plan, means that the consultation carried out a revised Local Plan Core Strategy Policy to consider social value in major planning decisions is no longer required.



#### Performance measures (not met and worsening)



Proportion of residents optimistic about the future of Rotherham as a place to live (Resident Satisfaction 2024) – 53 % of respondents reported feeling ‘very optimistic’ or ‘fairly optimistic’ about the future of Rotherham as a place to live, which is below the Council Plan target of 57 % and lower than last year’s performance of 56 % (*higher is better*).

Proportion of new starter apprenticeships created within the Council as a percentage of the workforce is currently 0.9 % against a target of 1.5 % (*higher is better*). Additional actions have been taken to target this, including better promotion of apprenticeships and careers within the Council.



# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## A CLEANER, GREENER LOCAL ENVIRONMENT – ACHIEVEMENTS AND CHALLENGES

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

### Achievements

Year Ahead Delivery Plan activities *(completed in the last six months)*



Completed and submitted the Outline Business Case for Rotherham Mainline Station to South Yorkshire Mayoral Combined Authority and the Department for Transport in February 2025 (see case study below).



Progress towards reaching ‘shovel ready’ status in the has been completed in a number of flood defence/mitigation schemes. This includes Rotherham Renaissance, Parkgate and Rawmarsh and the Culvert Renewal programme.

Concluded a trial of Hydrotreated Vegetable Oil across ten vehicles in the Council’s fleet with results showing a carbon reduction estimated to be around 90% compared to diesel emissions.



Delivered 23 community engagement events across the borough, led by the Community Energy Officer.

The Council’s Transforming Cities Fund programme for public transport improvements with regional partners is progressing well. Works at the Tram-Train stop at Magna have commenced, with completion forecast for Winter 2025/26. The Parkgate Link Road opened in December, and the Park and Ride became operational on 16 May 2025. The Outline Business Case submission for Waverley Station is forecast for August 2025 (see case study below).



# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## A CLEANER, GREENER LOCAL ENVIRONMENT – ACHIEVEMENTS AND CHALLENGES CONTINUED

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

### Achievements

#### Performance Measures (*achieved and improving*)



In 2024/25, 58 % of Council housing has an Energy Performance Certificate (EPC) rated C and above, against a year-end target of 50 % (*higher is better*). In summary at the end of March 2025, 11,570 of 19,941 council housing properties were rated C and above.



During 2024/25, there were 69 effective enforcement actions against fly tipping and 4,537 effective enforcement actions for other environmental crime (*higher is better*). This is significantly higher than the 2023/24 year-end position (1,463).

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## A CLEANER, GREENER LOCAL ENVIRONMENT – ACHIEVEMENTS AND CHALLENGES CONTINUED

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

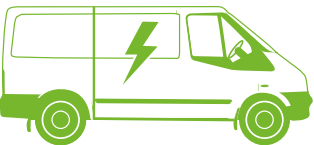
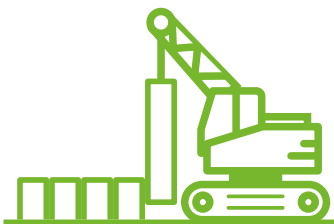
Challenges

Year Ahead Delivery Plan activities *(not achieved/delayed)*

Redevelopment works at Thrybergh and Rother Valley Country Park are delayed due to the availability of materials. The programme is now scheduled to be completed by November 2025.



There are delays across some of the flood defence/mitigation schemes including the Whiston Brook Flood Alleviation Scheme, Eel Mires Dike Flood Alleviation Scheme and Catcliffe Pumping Station.



Whilst there has been positive progress on the delivery of the Fleet Replacement Plan overall, the review and purchasing of vehicles has been delayed. The final vehicles have been delayed due to slower than anticipated progress in agreeing vehicle specifications. The revised target date for completion is now Quarter 2 of 2025/26.



Heat Decarbonisation Plan – the remaining energy conservation measures and building energy management system upgrades are not completed due to delays in investigations works and detailed designs. The estimated completion date for the Riverside House solar canopy works is now Quarter 3 2025/26.



No suitable Council site has yet been identified for low carbon energy generation. Currently undertaking a wider assessment of suitable land across the borough, but completion of timelines remains uncertain.

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## A CLEANER, GREENER LOCAL ENVIRONMENT – ACHIEVEMENTS AND CHALLENGES CONTINUED

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

### Challenges

#### Performance measures *(not met and worsening)*



The proportion of waste sent for reuse decreased in 2024/25, at 37.1 % (provisional data) against a target 45 % *(higher is better)*.

61 complaints were received relating to street cleaning, grounds maintenance and waste management in Quarter 4 – this is a slight increase on Quarter 3 in which 56 complaints were received. The cumulative complaints total for 2024/25 is 257, against a year-end target of 190 *(lower is better)*.



Overall carbon dioxide emission levels for the Council (operational property portfolio decarbonisation, solar PV and other energy generation, street lighting) for 2023/24 increased by 4.77 % against a Council Plan target of 10 % reduction by 2024. This is linked to the use of carbon-based fuel to generate electricity, delays in the decarbonisation of the grid, as well as slightly increased electricity demand.



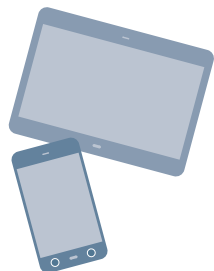
# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## ONE COUNCIL – ACHIEVEMENTS AND CHALLENGES

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

### Achievements

#### Year Ahead Delivery Plan activities *(completed in the last six months)*



Enhanced and improved the Council website to ensure information is accessible, accurate and customer focused throughout Quarter 4 – 75,069 online ‘transactions’ were completed between January and March (see case study below).



Reviewed the face-to-face customer experience at Riverside House in Quarter 4 by updating signage, materials and completing a meeting room review.

Early Careers’ Hub launched in December 2024 to showcase the entry routes into careers at Rotherham Council (see case study below).



Delivered the first cohort of a learning and development programme to embed a strengths-based working approach across the Council. To date 1,482 staff have completing E-learning training.



Developed and approved the new Council Plan 2025/30 in May 2025.



Rotherham Together Partnership hosted its biannual showcase in April 2025 at Maltby Grammar Business Hub, part of the Maltby Learning Trust.



Improved the employee experience by focusing on wellbeing, learning and development, and implementing strategies to improve apprenticeships and early career opportunities.

# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## ONE COUNCIL – ACHIEVEMENTS AND CHALLENGES

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

### Achievements

#### Performance measures (*achieved and improving*)



The average customer wait time to Corporate Contact Centre was two minutes 47 seconds through 2024/25 (*lower is better*). This exceeds the Council Plan target of four minutes.



99.2 % of annual staff performance development plans were completed by the year end compared to the year-end target of 95 % (*higher is better*).

The overall proportion of staff who are disabled rose to 10.6 % in Quarter 4, against a target of 9 % (*higher is better*).



The proportion of Council Tax collected in the current financial year remains strong at 96.98 % and in the top quartile for metropolitan councils (*higher is better*).



# 3. OVERVIEW OF PERFORMANCE AND PROGRESS

## ONE COUNCIL – ACHIEVEMENTS AND CHALLENGES CONTINUED

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

### Challenges

#### Performance measures *(not met and worsening)*



Satisfaction with keeping residents informed (Resident Satisfaction 2024) – 45 % of respondents said that the Council keeps residents ‘very well’ or ‘fairly well’ informed about the services and benefits it provides (*higher is better*). This is below the Council Plan target of 50 %, lower than the most recent national result (52 %) and below the average percentage across all Rotherham surveys (50 %).



Proportion of business rates collected in the current financial year compared with other metropolitan councils has fallen to 93.96 % (*higher is better*).

## 4. FINANCE UPDATE

The table below provides details on some of the key areas of the Council's budget 2024/25, indicating how the Council intends to spend its budget against its six core themes.

Themes	Commentary on financial performance of key areas of the budget
EVERY NEIGHBOURHOOD THRIVING	At a local level, villages and town sites are being improved with investment that has started and some now complete in local communities from the Towns and Villages fund.
	Investment continues to enhance library sites. Works have now been completed at Thurcroft library. The new Swinton Library opened on the 1 July. There has been a significant increase in visitor numbers at the new facility.
	A process has been established to understand and capture in more detail localised transport issues. In relation to parking, the Transportation Infrastructure Service is using casework, requests for services and general feedback to manage and collate a database of local hotspot areas for nuisance pavement parking. Alongside other public concerns, these were considered for prioritisation in the 2025/26 minor traffic schemes programme.

## 4. FINANCE UPDATE

### PEOPLE ARE SAFE, HEALTHY & LIVE WELL

Continuing pressure on acute care is putting additional pressure on all the health economy. The Council will invest £3.4m to speed up hospital discharges to free up beds and help the system work effectively.

Housing Growth – The Council is continuing to develop new homes and acquire properties to increase the supply of affordable homes. This is supported by the HRA business plan. Work is ongoing to update the investment needed based on price increases and refreshed timescales. To date over 600 homes have been added to the Council home portfolio.

Temporary accommodation is a cost pressure for the Housing Service (est. £0.850m 2023/24). A new homelessness strategy is being drawn up that will ensure the right mix of homes and that optimises processes.

The Energy Crisis Support scheme has been extended using the Covid Recovery Fund and Household Support Fund. This provided a cash grant of £250 to households that were struggling to cope with the cost of living in 2024/25.

CCTV investment has provided operational resources to improve the CCTV service with increased capacity for capturing offences and offenders.

Additional operational resources have been applied in the Planning Service to achieve better enforcement outcomes.

## 4. FINANCE UPDATE

### EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

In House Children's residential homes:

- Home 1 – Work on site completed.
- Home 2 – Planning application submitted 1 April 2025, currently waiting validation.
- Home 3 – Capital works out to tender, the deadline for tender returns is 23 April 2025.
- Home 4 – Ofsted registration completed. Service to consider placements.
- Home 5 – Building works to the property completed. Registered Manager to start in April 2025. Ofsted registration submitted.

Looked After Children population at year end was 481, which is lower than the target of 500. An overspend (£5.7m) is reported for the year against the Children in Care placement budget, mainly due to the high numbers and cost of external residential placements. It is envisaged that accelerating the in-house residential programme, improving performance on step downs and exits from care and increasing the accommodation options for 16+ placements would alleviate the placement cost pressures over the medium term.

In 2024/25, the Council continue to support early intervention through additional corporate investment (£370k) in the Early Help and Family Group Conference services. This investment complements existing Supporting Families, Start for Life & Family Hub and Wraparound childcare provision funding received in the year.

The Safety Valve Agreement sets out a number of actions to achieve a sustainable special educational needs (SEND) system by 2025/26. The actions for 2024/25 continue to support service transformation through the creation of additional local SEND places, enhancing SEND provision and increasing inclusiveness in mainstream schools. A financial deficit of £3.7m is reported for the year to 31 March 2025, compared to the planned deficit of £1.2m. This is due to increased numbers of SEND pupils, inflationary costs, and increased placements in special schools.

Home to School transport has demand pressures linked to growth in Education Health Care plans (EHCPs). Joint work between Regeneration and Environment and Children and Young People's Services is ongoing to maximise transport efficiencies and dampen cost pressures. There are several strands to this work, reviewing all the single person journeys, assessment of eligibility to transport, governance process and reviewing policies.

## 4. FINANCE UPDATE

### EXPANDING ECONOMIC OPPORTUNITY

Capital investment in the borough progresses, supported by the Future High Streets Fund, Levelling Up Fund and Towns Deal with matched Council capital resources. This investment will result in a reshaped town centre and changes in our local towns, villages and country parks. A number of strategic acquisitions have been made in the town centre as part of this programme. Forge Island is now complete and the ARC Cinema, Travelodge and Vetro Lounge have opened to the public. Works have commenced on the new cafe at Rother Valley Country Park and the new Market/Library in the Town Centre.

Transport infrastructure investment continues, including the Parkway Widening scheme, which has been completed and highways maintenance through the £24m to 2024 Roads Programme.

Jobs and skills investment is progressing with the building of the Century 2 Business Centre. The new facility opened in November 2023.

### A CLEANER, GREENER LOCAL ENVIRONMENT

Additional revenue investment to improve the environment has benefitted grounds maintenance, street cleansing, wildflower seeding and tree planting.

Further recognition of the climate emergency is evidenced through an enhanced team dedicated to this area and investment in carbon reduction programmes.

### ONE COUNCIL

The Council receives in excess of 300,000 calls a year into its main contact centre. Additional revenue investment to reduce call waiting times and to improve and modernise the way that members of the public can contact the Council is providing better value for money and enhancing the customer experience. Ongoing investment in digital technologies ensures that the Council functions efficiently, effectively, and sustainably.

# 4. FINANCE UPDATE

## 2024/25 REVENUE BUDGET INVESTMENTS TRACKING

The table below provides a progress update on the 2024/25 revenue budget investments approved via Council in March 2024, as part of the Council's Budget and Council Tax Report 2024/25. Whilst these are in the main permanent investments, it is vital that the Council can demonstrate progress on these member priorities.

Investment Reference	Revenue Budget Investment	2024/25 Investment	Expenditure to date	% Spent To Date	Current Forecast Outturn	Variance	Update Commentary
People are safe healthy and live well							
24/25 INV3	Homelessness Prevention	205	85.0	41 %	85	-120	Probation accommodation established and working. Slippage in signing HRS contract.
24/25 INV4	Empty Homes Officer	45	45	100 %	45	0	Person in post.
24/25 INV5	CQC Lead	70	70.00	100 %	70	0	New lead started in post 1 June.
24/25 INV6	Restorative Hate Crime Service	30	28	93 %	28	-2	Investment to continue project through a funding agreement with Remedi, a specialist restorative justice charity. Invoices to be paid quarterly. £2k cost met by South Yorkshire Police.



## 4. FINANCE UPDATE

Investment Reference	Revenue Budget Investment	2024/25 Investment	Expenditure to date	% Spent To Date	Current Forecast Outturn	Variance	Update Commentary
<b>Every Child able to Fulfil their Potential</b>							
24/25 INV1	Early Help	370	186	50 %	186	-184	The underspend is due to slippage in recruitment to the Early Help outreach and the 2x contextual safeguarding conference chairs posts. The underspend forms part of the forecast position reported for children social care.
24/25 INV2	Baby Packs	360	6	2 %	6	-354	January start – main launch March.
<b>Expanding Economic Opportunity</b>							
24/25 INV7	Community Wealth Building	120	0	0 %	0	-120	A £120k investment to provide for a permanent Band J member of staff to act as the project manager, with the remaining funding used to promote the take up of employee ownership in the borough. Post not yet recruited to. Offered up as an in-year budget saving. The service are looking into a third party solution, via an arrangement with an organisation doing similar work in Sheffield. Believed to be a more effective way of getting something off the ground than recruiting a member of staff.

## 4. FINANCE UPDATE

Investment Reference	Revenue Budget Investment	2024/25 Investment	Expenditure to date	% Spent To Date	Current Forecast Outturn	Variance	Update Commentary
<b>A Cleaner, Greener Local Environment</b>							
24/25 INV8	Biodiversity Net Gain	50	15	30 %	15	-35	Biodiversity Officer started in December 2024.
24/25 INV9	Principal Towns Cleansing	366	318	87 %	318	-48	Funding for 13 new posts, remaining vacant post recruited to February 2025.
24/25 INV10	Tree Service Improvements	79	79	100 %	79	0	Existing staff and regrades currently in place – Investment spent in full.
24/25 INV11	Bulky Waste Service	211	211	100 %	211	0	New boroughwide bulky waste team operational from April 2024 and price reduction implemented.
<b>One Council</b>							
24/25 INV12	Additional Call Handling	133	133.0	100 %	133	0	Staff in post, investment bid was fully utilised.
24/25 INV13	Customer and Digital	157	116.9	74 %	131	-26	Staff all in post. Small underspend due to recruitment slippage at the start of the year.
<b>Total Investment Proposals</b>		<b>2,196</b>	<b>1,293</b>	<b>59%</b>	<b>1,307</b>	<b>-889</b>	

# 5. TIMELINE OF KEY ACHIEVEMENTS AND ACTIVITIES

## October 2024 to April 2025

Every neighbourhood thriving		People are safe, healthy and live well		Every child able to fulfil their potential		Expanding economic opportunity		A cleaner, greener local environment		One Council	
25 ward plans produced and published, informed by local communities.		Rotherham's annual Remembrance Sunday commemorations took place, including the Rotherham's Remembrance Parade.		The Public Space Protection Order review agreed by Cabinet to commence in January 2025.		Otherham – Winter Light Festival took place featuring a free trail of projection installations across the town centre as part of the Children's Capital of Culture programme.		Signals Festival took place, a music festival celebrating young talent from Rotherham.		Roots – Rotherham Street Carnival took place featuring a day of live music and activities for all the family to enjoy	
Waterloo Kiln restoration completed. Family funday held in November, which included an exhibition of work from the local community and schools.		Rotherham Christmas Lights' Switch-on took place with an evening of free entertainment.		The programme for the Children's Capital of Culture officially launched at Arc Cinema on 5 December.		Holocaust Memorial Day took place.		Approved the new Community Safety Strategy for 2025-2028.		Towns and Villages Fund scheme completed at Aston and Todwick.	
Work started at Cortonwood to implement a new light-controlled puffin crossings, completed in		The 10th Annual Reclaim the Night the night took place.		Completion of Wentworth Woodhouse project.		The new pedestrian crossing at Swallownest opened for public use on the 22 January.		Work started on the development of 14 new homes at the former Ship Inn public house in Swinton as part of the Housing Growth Programme.		Completed the new pedestrian crossing at Cortonwood.	
Our Places consultation ran from October – November to help identify potential schemes.		Hosted the annual Tenants' Open day at the New York Stadium, a chance for tenants to celebrate key achievements of the Council and tenants.		Work started on site for the new Council homes at West Melton.		The Outline Business Case for Rotherham Mainline Station submitted to South Yorkshire Mayoral Combined Authority and the Department for Transport.		Launched the WalkSafe App alongside South Yorkshire Police.		Held Round Table Event on 20 March focused on securing future investment in new affordable homes.	
Provided £1.586 million worth of food vouchers to children eligible for free school meals during the school holidays through to October half term 2024.		The Member Survey went live from November until December.		The designs for the Culvert Replacement Programme are complete and funding is currently being sought for construction.		The first Baby Packs were delivered to new mothers in the borough with a due date on or after 6 April.		Began the redevelopment of the new Water Splash facility at Clifton Park.		Submitted registration for a fourth two-bedroom home.	
Launched the Strength-based working learning and development programme for the Council and partners.		Approved the Looked After Children and Care Leavers Sufficiency Strategy, providing further support for young people leaving care.		The Parkgate Link Road opened.		Delivered the 650th home under the current development programme.		Hosted Employment Solutions' recruitment and networking event, with a wide range of employers from across the borough.		Work completed on the car park at Rother Valley Country Park.	
2024		2025		Early careers hub launched in December 2024, showcasing entry routes into the Council.		Create seven resource bases to provide additional school places for children with special educational needs.		Work commenced on the Magna Tram Train project in March 2025.		The Rotherham Together Partnership hosted its biannual showcase event at Maltby Grammar Business Hub, part of Maltby Learning Trust.	
OCT		NOV		DEC		JAN		FEB		MAR	
Castle View Day Service groundwork started with a 'spade in the ground' event. The current estimated completion date is March 2026.		Changing Places facilities opened at Rother Valley and Thrybergh Country Park, supporting the needs of disabled visitors and providing accessible facilities to public places.		Registration commenced for the Baby Packs scheme for expectant mothers with due dates on or after 7 April.		By the end of the month, 175 support sessions had been delivered to children under the age of 5 through the delivery of Rotherham's Statutory Children's Centres.		The 150th home was delivered as part of the Housing Growth Programme.		Vetro Lounge at Forge Island opened to the public.	
Review the impact of the mental health services redesign for residents.		Centenary Way Viaduct achieved practical completed on 9 November 2024.		The Housing Repairs and Maintenance Policy approved by Cabinet on 18 November 2024.							
Plug in and Play - a games festival took place during October half-term –brought together physical activity trails and digital gaming in partnership with National Video Game Museum and Children's Capital of Culture.											
Demolition commenced on the Guardian Centre Building to facilitate further development works at the new market and library building.											
Changing Places facility opened at Gulliver's Valley Resort, supporting the needs of disabled visitors and providing accessible facilities to public places.											

## 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

Our vision for Rotherham is for every neighbourhood to be a thriving neighbourhood, where people are able to work together to achieve a good quality of life.

Outcomes – our ambition	How we will get there
<ul style="list-style-type: none"><li>• Work with communities on the things that matter to them</li><li>• Residents, organisations and businesses use their skills and resources to help others</li><li>• Neighbourhoods are welcoming and safe</li><li>• Local people have access to libraries, cultural activities, parks and green spaces</li><li>• Local towns and villages are improved.</li></ul>	<ul style="list-style-type: none"><li>• Continue to drive local priority setting and activity through ward plans and devolved budgets, with councillors, residents and partner organisations working together</li><li>• Work with Rotherham’s voluntary and community sector to support and facilitate local networks and groups</li><li>• Further expand and promote a range of volunteering opportunities</li><li>• Invest in and develop our library services as neighbourhood hubs, promoting access to books, computers and community events</li><li>• Work alongside our partners to ensure Rotherham is a safe, inclusive and welcoming place for local people, including responding effectively to community safety issues such as anti-social behaviour and hate crime</li><li>• Deliver improvements to local towns and villages</li><li>• Bring our communities together through a range of enjoyable activities, cultural and social events, which inspire hope and pride in Rotherham.</li></ul>

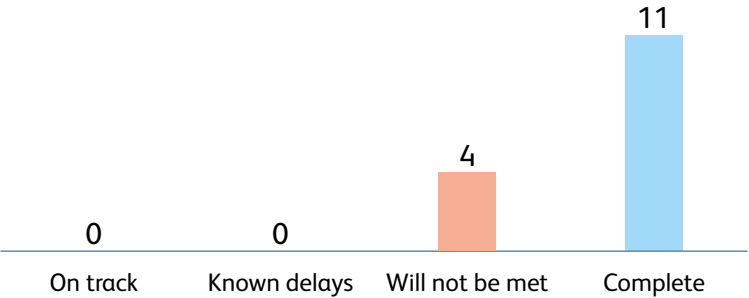
# 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

## HEADLINES – EVIDENCING OUR PROGRESS

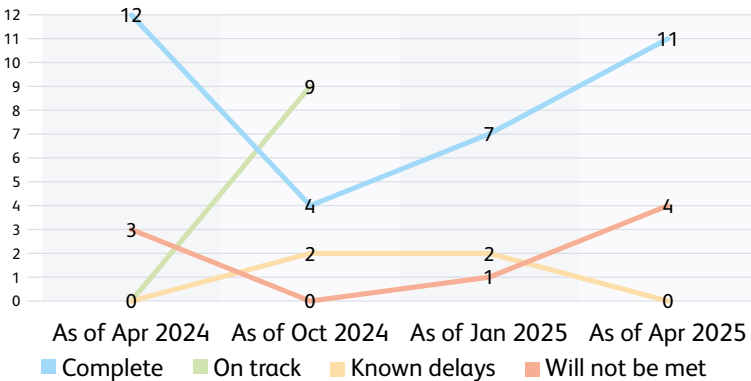
To provide evidence of delivery of the outcomes and commitments within this theme, there are 16 headline performance measures in the Council Plan and 15 priority actions/milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

### YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

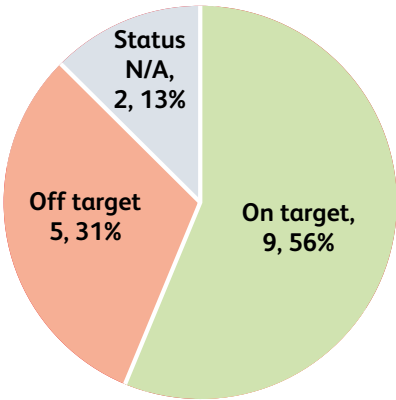


Year Ahead Delivery Plan Action Trend

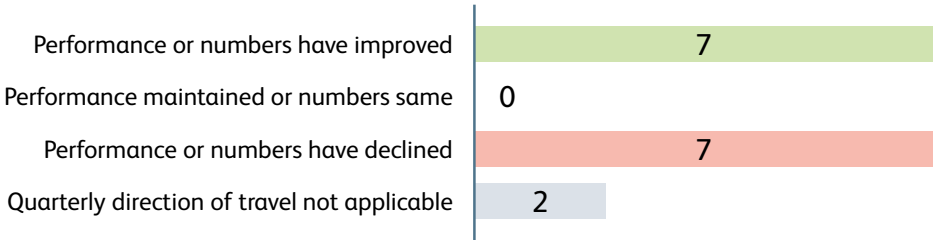


### PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



## 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

### NARRATIVE – THE BIGGER PICTURE

The “Every Neighbourhood Thriving” theme is focused on working with local people to achieve a good quality of life. This includes working with communities to find solutions to local issues, using the assets, knowledge and skills available. The theme also aims to create vibrant communities in which people feel happy, safe and proud. This will be achieved by making it easier for people to get involved in the local community, working closely with partners and local voluntary and community groups, enhancing town and village centres, green spaces and libraries, and tackling community issues.

The Council has continued to improve road safety and support walking by delivering new pedestrian crossings in key locations across the borough. The first of these, on Upper Wortley Road, was completed earlier in the programme and laid the groundwork for further improvements. A new crossing in Cortonwood was constructed between October 2024 and March 2025, offering safer and more accessible walking routes for residents and visitors. In Swallownest, a new crossing on the A57 was officially opened for public use in January 2025, helping people cross this busy road with greater confidence and safety. These new crossings are part of our wider efforts to create safer, more accessible streets for everyone in Rotherham.

Alongside this, strong progress is being made on Phase 1 of our Local Neighbourhood Road Safety Programme, which is delivering safety measures in 13 neighbourhoods across the borough. This includes the introduction of 20mph speed limits to make our roads safer for all.

So far, safety improvements have been completed in seven neighbourhoods, with an eighth due to be completed soon. Work is also moving forward in four more areas, where schemes are being prepared for construction. However, some delays in finalising designs mean that the remaining work is

now expected to be completed by the end of Autumn 2025. As part of the 2024/25 Highway Repair Programme, the Council has invested £3 million to repair unclassified (estate) roads and a further £1.2 million to improve footways across the borough. This investment is helping to make every-day journeys safer, smoother, and more reliable for residents.

A total of 132 unclassified roads were included in the programme, with 121 schemes successfully completed by the end of the 2024/25 financial year. The remaining 11 schemes have been delayed due to severe winter weather in January 2025. These final repairs will be delivered as soon as practically possible, ensuring that all planned improvements are completed.

Due to these improvements, the road condition indicators have improved, with a greater proportion of the network now rated as ‘green – not requiring repair’ compared to the previous year.

The restoration of the historic Waterloo Kiln was completed on 31 October 2024, marking a significant achievement in protecting Rotherham’s industrial heritage. The site was officially reopened to the public with a Family Funday on 9 November, which featured an exhibition of creative work from local schools and community members, celebrating the kiln’s renewed role as a cultural and educational space.

The project involved dismantling and rebuilding the kiln’s upper section in line with Historic England guidelines, ensuring the structure’s authenticity was preserved. The base was levelled, the high step access removed, and step-free access introduced, making the site safer and more accessible for all visitors.

The £4 million Phase 1 programme of the Towns and Villages Fund is well under way, with schemes either complete or progressing four key areas. In Rotherham East, the project was successfully completed in Quarter 3, and in

## 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

Aston & Todwick, it was completed in March 2025 – delivering improvements that directly respond to local priorities. In Brinsworth, work began on site at the start of 2025/26. The scheme in Maltby East has been expanded to include additional highways works, as a result, work is expected to begin on site in Quarter 3 of 2025/26.

The cultural and community programme continues to thrive. The 2024/25 events programme brought people together across the borough, with highlights including Rotherham Show, Signals Festival, UPLIFT, and WOW Rotherham. These events attracted over 134,000 attendees – a 13.3 % increase on the previous year – and helped boost customer satisfaction with culture, sport and tourism services to 97 %. Visits to cultural, sport and tourism facilities also rose to over 4.18 million.

There have also been positive trends in civic engagement and volunteering, with new volunteering opportunities increasing from 80 to 109 over the year. Resident satisfaction with Rotherham as a place to live rose to 66 %, exceeding the Council Plan target of 62 %.

However, some performance indicators show areas for concern. Satisfaction with local areas as a place to live fell to 75 %, below the 80 % target. Perceptions of safety during the day declined to 85 %, down from 92 % in 2023 and below the national average. Public perception of anti-social behaviour rose slightly, and the number of Community Protection Notices issued fell below target. Positive outcomes from hate crime investigations also declined, from 17 % to 11 %, remaining well below the 20 % target.

The Council remains committed to working with residents, partners, and the voluntary sector to ensure every neighbourhood in Rotherham continues to thrive.



# 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

## YEAR AHEAD DELIVERY PLAN TRACKER

Every Neighbourhood Thriving					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
1.1	<b>Work with communities on the things that matter to them</b>	Produce ward plans with ward priorities informed by local communities.	Quarter 3	Complete	Ward briefings were presented to Elected Members to assist them in identifying their priorities. Discussions with members and ward level consultations also took place throughout the summer and autumn.  Ward plans were published in October 2024.



## 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

1.2	<p>Progress Phase 1 of the Local Neighbourhood Road Safety programme to design and implement new neighbourhood road safety measures in 13 Wards:</p> <ul style="list-style-type: none"> <li>• Anston &amp; Woodsetts</li> <li>• Swinton Rockingham</li> <li>• Bramley &amp; Ravenfield</li> <li>• Hellaby &amp; Maltby West</li> <li>• Hoover</li> <li>• Maltby East</li> <li>• Thurcroft &amp; Wickersley South</li> <li>• Rotherham West</li> <li>• Wales</li> <li>• Rawmarsh East</li> <li>• Boston Castle</li> <li>• Greasbrough</li> <li>• Kilnhurst &amp; Swinton East.</li> </ul> <p><i>(Also links to Neighbourhoods are welcoming and safe outcome).</i></p>	Quarter 4	Will not be met	<p>Schemes in seven wards are complete and a scheme in one further ward is largely complete pending final road marking and street lighting works.</p> <p>Schemes in four further wards are in process of issuing for construction, with one undergoing the final design checks. Construction is forecast to commence in Quarter 2 of 2025/26 for these projects.</p> <p>One is being picked up with a City Region Sustainable Transport Settlements (CRSTS) Neighbourhoods Streets scheme, which enables more money to be put into support measures for that project.</p>
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## 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

1.3		Create a database of pavement parking hotspots, informed by requests from the public and Members, along with locations identified by the Council's highways and parking teams.	Quarter 3	Complete	A database has been established and requests submitted through the service's public facing website are being logged. Member requests are also being included.  The website has been updated to reflect the position outlined in the paper to Cabinet in February 2024. The service is still awaiting Department for Transport guidance regarding pavement parking.
1.4a		Design and implement new pedestrian crossings at: a) Upper Wortley Road	Quarter 2	Complete	The new crossing is complete. Post completion auditing, monitoring, and evaluation remains ongoing.
1.4b		b) Cortonwood	Quarter 3	Complete	Work started on site in October 2024 and was completed in March 2025.
1.4c		c) Swallownest A57.	Quarter 4	Complete	Crossing was commissioned and opened for public use 22 January 2025.
1.5	<b>Residents, organisations and businesses use their skills and resources to help others</b>	Develop and deliver a phase 1 action plan that ensures the Council and its partners are maximising opportunities to join-up activities and initiatives in the three locality areas of the borough.  <i>(LGA Corporate Peer Challenge action in response to recommendation 6).</i>	Quarter 4	Complete	The first Locality Working Board met in June 2024.  A mapping exercise with managers took place in September 2024, to identify examples of place-based working in Rotherham and identify gaps.  A draft action plan was presented to the board at the end of September 2024 and actions are now being progressed.

## 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

1.6	<b>Neighbourhoods are welcoming and safe</b>	Deliver a full review of Public Space Protection Orders, ensuring that robust plans are in place to drive enforcement of any proposed conditions.	Quarter 3	Complete	<p>The Public Space Protection Order review has now been completed and reported to Cabinet in December 2024.</p> <p>Cabinet agreed to two new three-year Public Space Protection Orders which commenced in January 2025 for Boroughwide Dog Fouling and Town Centre and Clifton Park. The Cabinet report also detailed the additional oversight of enforcement activity measures.</p>
1.7		Invest £3m to deliver the repair of unclassified roads and £1.2m to repair footways in the 2024/25 Highway Repair Programme.	Quarter 4	Will not be met	<p>121 of 132 roads resurfaced which is 92 % complete. The 11 roads that were included in the programme but not delivered were delayed due to wintery conditions in Quarter 4 or road space not being available due to utility works. These roads will be delivered early in the Highway Repair Programme 2025/26.</p>
1.8		Develop a new Community Safety Strategy for 2025/28.	Quarter 3	Complete	<p>The consultation is now complete, key stakeholders have been engaged in agreeing the priorities.</p> <p>A draft proposal of these priorities was shared at the Safer Rotherham Partnership Board in December 2024 and received the support of the Board. The Strategy was approved by the Safer Rotherham Partnership Board in February 2025.</p>

## 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

1.9		<p>Complete the third phase of investment into the Borough's CCTV equipment. Specifically, procure the additional software which will allow for viewing of all units via one system.</p> <p><i>(Action also links to people are safe, healthy and live well).</i></p>	Quarter 4	Will not be met	<p>During 2024 the team undertook a pilot of AI technology to test the software and infrastructure; with the aim to test if this improves functionality and effectiveness of CCTV systems installed within Rotherham; to improve CCTV management and the Artificial Intelligence system, improving the connectivity across the borough.</p> <p>Through the trial the team have developed a deeper understanding of the Video Management Systems; learning about the capabilities of AI the team developed an understanding of the current CCTV unit cameras we have across Rotherham; harnessing and maximising their full potential.</p> <p>Further work to link the systems together is now being developed with proposals to be finalised in early 2025/26.</p>
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## 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

1.10	<b>Local people have access to libraries, cultural activities, parks and green spaces</b>	<p>Deliver cultural events in varied locations throughout the borough, including events such as:</p> <ul style="list-style-type: none"> <li>• Rotherham Show</li> <li>• Signals Festival</li> <li>• Uplift</li> <li>• WOW Rotherham.</li> </ul>	Quarter 4	Complete	<p>This year's events programme is underway with the following events delivered to date:</p> <ul style="list-style-type: none"> <li>• Roots: Rotherham Street Carnival</li> <li>• WOW Rotherham</li> <li>• Civic Events inc. Mayor's Parade, Armed Forces Day</li> <li>• The Reytons homecoming gig (see case study below)</li> <li>• UPLIFT</li> <li>• Rotherham Show</li> <li>• Plug In &amp; Play</li> <li>• Christmas Lights' Switch On</li> <li>• Otherham – Winter Lights Festival</li> <li>• Signals Festival.</li> </ul> <p>Events across the year attracted a total audience of 134,546, an uplift of 13.3 % on the previous year.</p> <p>Accessibility statements are prepared for all events to ensure inclusivity.</p>
1.11		Complete the restoration of Waterloo Kiln.	Quarter 2	Complete	<p>The kiln base has been levelled and the high step access removed. Step free access has been added as part of the restoration.</p>

## 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

1.12	<b>Local towns and villages are improved</b>	<p>Completion of the phase 1 £4 million Towns and Villages Fund programme remaining schemes:</p> <ul style="list-style-type: none"> <li>• Aston and Todwick</li> <li>• Brinsworth</li> <li>• Rotherham East</li> <li>• Maltby East.</li> </ul>	Quarter 4	Will not be met	<p>The Towns and Villages Fund Programme is making good progress. Two out of the four areas have already been completed, and work is currently underway in Brinsworth, with completion by June 2025.</p> <p>In Maltby East, the plans have been expanded to include additional highways work. Because of this, the scheme is being considered for inclusion in the Our Places Fund. With the wider scope and extra budget agreed, work is now expected to start on site in Quarter 3 of 2025/26.</p>
1.13		Develop and approve the schemes to be delivered as part of Our Places, focusing on improvement projects to key gateways into principal towns and villages, as well as the borough.	Quarter 3	Complete	<p>Public consultation took place between October – November 2024. The report was presented to Cabinet in December 2024 with approval to develop interventions into detailed deliverable projects. These include civic centre improvements; cenotaphs, memorials and monuments; pedestrian improvements; supporting the borough's principal towns. Implementation of Phase 1 included in new Year Ahead Delivery Plan for 2025/26.</p>

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Yr end	TARGET			
NE01a	Satisfaction with the borough and local area: a) Proportion of public satisfied with Rotherham Borough as a place to live	RE - Comm. Safety & Street Scene	Alexandra Hanna	High	A	62.0%	57.0%	65.0%	Not Available	66%	Not Available	Not Available	66%	>62%	↑	✓	The annual Resident Satisfaction Survey was conducted in August 2024 and 66% of respondents said, overall, they were satisfied with Rotherham Borough as a place to live. This was above the average across previous surveys (61.5%) and above the Council Plan target of 62%. There are variations in satisfaction with the borough as a place to live compared to satisfaction with local area as a place to live. Respondents aged 35-44 were most likely to feel satisfied with Rotherham as a place to live, with 74% satisfied. Respondents aged 25-34 had the lowest level of satisfaction with Rotherham as a place to live, with only 52% satisfied. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 45-54.
NE01b	Satisfaction with the borough and local area: b) Proportion of the public satisfied with their local area as a place to live	ACEX - Comms. & Marketing	Alexandra Hanna	High	A	80.0%	76.0%	82.0%	Not Available	75%	Not Available	Not Available	75%	Equal to or >80%	↓	✗	The annual Resident Satisfaction Survey was conducted in August 2024 and 75% of respondents reported feeling 'very satisfied' or 'fairly satisfied' which is below the average recorded level across all waves. This is also below the 80% Council Plan target. People aged 18-24 years were the least likely to report being 'satisfied' (54%). People aged 65+ years are the most likely to be satisfied with their local area (83%).
NE02a	Volunteering: a) Number of staff involved in the council employee volunteer scheme to support local communities	ACEX - Organisational Development	Vacant - Head of OD and Change	High	Q	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	No target	◆	△	Data currently not available.
NE02b	Volunteering: b) Number of new volunteering opportunities for local people via the voluntary and community sector	ACEX - Policy, Perf & Intell.	Fiona Boden	High	Q	101	74	80	38	33	17	21	109	80	↑	✓	21 new volunteering opportunities were created by VAR in Quarter 4 2024-25, taking the year-to-date total to 109. This is an increase on 2023-24 when 80 new volunteering opportunities were created throughout the year.  DoT based on comparison to same period last year.
NE03a	Anti-social behaviour a) Number of all community protection notices (new and warnings) issued (anti-social behaviour, waste and noise).  Community Protection notices also measured separately, see NE03b below.	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	Not available	1504	1193	275	256	132	461	1124	1000	↓	✓	Measure definition and target changed for 2024-25 to include all community protected warnings, as well as notices. This measure is relatively new and started being reported on from Q1 2023/24.  There has been a significant increase in the number of Community Protection Warnings (CPW) and Community Protection Notices (CPN) issued during Quarter 4. The project work that commenced in January has had a positive impact on figures and it is worth noting that all CPW's served during 2024/25 have been followed up with only a small number rolling over into 2025/26. Overall compliance rate with CPWs of 85% which is positive.
NE03b	Anti-social behaviour Number of community protection notices issued (anti-social behaviour, waste and noise)	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	205	413	206	43	38	25	61	167	200	↓	✗	This measures Community Protection Notices (waste, noise and ASB) ASB & Policing Act 2014 issued by the Community Protection Unit, (CPU). The issuance of Community Protection Notices relies upon non-compliance with Community Protection Warnings: Notices can only be issued if a Warning has first been given and then not complied with. Consequently, there is a risk where the more compliance with Warnings the more difficult it is to achieve this element of the performance target. Obviously, it is the Council's aim to achieve increased compliance without recourse to formal action.  Achieved an annual total of 167 CPN's issued against a Council Plan target of 200, falling short by 33. There has been additional patrols since January to increase figures. The service are being more pro-active in following up on all CPW's issued to ensure they are being complied with.

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Yr end	TARGET			
NE03c	Anti-Social behaviour b) Public perception of anti-social behaviour (via the 'Your Voice Counts' quality survey)	RE - Comm. Safety & Street Scene	Sam Barstow	Low	Q	42.0%	44.0%	43.8%	52.0%	42.0%	44.0%	36.0%	44.0%	<43%	↓	✗	The Your Voice Counts Survey is conducted quarterly by South Yorkshire Police. Quarterly average for South Yorkshire Neighbouring authorities are, Barnsley 42%, Doncaster 50%, Sheffield 33%. South Yorkshire Police report that in terms of statistical significance there is no significant difference to the previous quarter. There has been a reduction since the previous quarter, and the measure is now under the Council Plan target.
NE04a	Hate crime: a) Number of hate crime incidents	RE - Comm. Safety & Street Scene	Sam Barstow	Neither High/Low	Q	837	862	791	231	299	175	169	874	No target	◆	ⓘ	Quarter 4 breakdown is 160 Crimes and 9 Non-crimes. Hate Crime Incidents have seen a decrease in Quarter 4 when compared to Quarter 3, however does seem consistent with Quarter 4 2023/24.
NE04b	Proportion of positive outcomes to hate crime investigations	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	25.0%	20.0%	17.0%	12.0%	15.0%	11.0%	6.0%	11.0%	20%	↓	✗	<p>Relates to All Investigations only. Reporting is subject to the caveat that figures are subject to change due to ongoing investigations. South Yorkshire Police state that the report is based on "Incident Created Date" in each quarter and the outcomes for each incident tend to be recorded at a later date.</p> <p>Quarter 4 has seen a 5% decrease when compared to Quarter 3, the year-end figure for 2024-25 is 11% against a Council Plan target of 20%.</p> <p>There are currently 45 investigations still ongoing during Quarter 4 so the figure is subject to change.</p>
NE05a	Proportion of the local "principal" road network classed as 'green status' (do not require repair)	RE - Comm. Safety & Street Scene	Sam Barstow	High	A	80.4%	79.4%	79.4%	80.1%	81.1%	81.1%	81.1%	80.8%	79.4%	↑	✓	<p>Measure definition changed from 'classified road network' to 'principal' and target amended for 2024-25.</p> <p>The Quarter 4 position on this measure is 81.1% which has remained the same since Quarter 2. The Council Plan target is 79.4% so this measure is currently exceeding this target.</p> <p>DoT based on comparison to position last year.</p>
NE05b	Proportion of the local "non-principal" road network classed as 'green status' (do not require repair)	RE - Comm. Safety & Street Scene	Sam Barstow	High	A	75.3%	77.0%	77.0%	78.6%	78.5%	78.5%	78.5%	78.5%	77.0%	↑	✓	<p>Target amended for 2024-25.</p> <p>The Quarter 4 position on this measure is 78.5% so consistent with Quarter 2 and 3. The Council Plan target is 77.0% so this measure is currently exceeding the target.</p> <p>DoT based on comparison to position last year.</p>
NE05c	Proportion of the local "unclassified" road network classed as 'green status' (do not require repair)	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	61.6%	64.2%	64.9%	65.4%	65.7%	66.9%	67.0%	66.2%	64.9%	↑	✓	<p>Target amended for 2024-25.</p> <p>The Quarter 4 position on this measure is 67% compared to 66.91% in Quarter 3. The Council Plan target is 64.9% so this measure is currently exceeding this target.</p> <p>DoT based on comparison to position last year.</p>
NE06a	Perceptions of feeling safe: a) Proportion of public that feel safe when outside in their local area during the day	RE - Comm. Safety & Street Scene	Sam Barstow	High	A	90.0%	87.0%	92.0%	Not Available	85%	Not Available	Not Available	85%	>90%	↓	✗	<p>The annual Resident Satisfaction Survey was conducted in August 2024 and 85% of respondents in Rotherham said they felt 'very safe' or 'fairly safe' during the day when outside in their local area (lower than the figures observed nationally at 91%).</p> <p>In Rotherham, a slightly higher percentage of women (88%) than men (84%) felt very or fairly safe during the day.</p>
NE06b	Perceptions of feeling safe: b) Proportion of public that feel safe when outside in their local area after dark	RE - Comm. Safety & Street Scene	Sam Barstow	High	A	56.0%	56.0%	62.0%	Not Available	57%	Not Available	Not Available	57%	>56%	↓	✓	<p>The annual Resident Satisfaction Survey was conducted in August 2024 and 57% of respondents reported feeling safe after dark, (much lower than the figures observed nationally at 71%).</p> <p>In Rotherham, there was a significant difference between men and women's feelings of safety after dark, with 62% of men reporting feeling 'very safe' or 'fairly safe' compared to only 54% of women. Young people aged 18-24 are least likely to feel safe after dark and those aged 45-54 most likely to feel safe.</p>



Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Yr end	TARGET			
NE07A	Number of visits to culture, sport and tourism facilities (all population - cumulative)	RE - Culture, Sport & Tourism	Polly Hamilton	High	Q	3,023,352	4,005,789	4,029,832	1,161,683	1,218,639	897,390	905,661	4,183,373	4,000,000	↑	✓	Target increased for 2024-25. The cumulative visitor numbers for year-end 2024/25 is 4,183,373. This is 183,373 visitors ahead of the Council Plan target and 152,541 ahead of the year-end total for 2023/24. DoT reflects a seasonal comparison (against the same point in the previous year).
NE07B	Customer satisfaction with culture, sport and tourism services	RE - Culture, Sport & Tourism	Polly Hamilton	High	Q	91.6%	92.2%	95.4%	98.8%	96.6%	94.0%	98.0%	97.0%	>90% across all services	↑	✓	This measure continues to deliver consistently above the target of 90%. Quarter 4 saw a 98% positive satisfaction average over the quarter.  Individual Service scores for Customer Satisfaction for Quarter 4 are: Libraries= 97.68% Heritage= 98%  DoT is measured against Quarter 3 2024/25.

# 6.I THEME I – EVERY NEIGHBOURHOOD THRIVING

## CASE STUDY

### Rotherham East Towns and Villages

The Towns and Villages Fund is a £4 million capital programme, aiming to improve the borough's local town and village centres. Colleagues from across the Council including Neighbourhoods, Landscape Design, Transportation, Highways, and Community Safety, have been working together to develop 23 schemes. The programme has played a key role in fostering pride within our neighbourhoods, with community consultation and engagement ensuring that residents – supported by their Ward councillors – have been involved in local improvement projects.

The delivery of the schemes is nearing completion, with Brinsworth being the final site to finish. The penultimate scheme was Doncaster Road in the Rotherham East Ward, which was identified as in need of investment.

The scheme was designed by the Council's Internal Landscape Design Team and the goal was to discourage improper parking and ensure a safe pedestrian walkway. This was achieved by installing a resin footpath to define a clear route and uplift the area.

Additionally, the footway was also resurfaced on both sides of the road to address cracks and patchwork repairs, along with upgraded street furniture such as bollards. Another element of the scheme included block paving at junctions to uplift the area further. Bespoke planters, designed by the Landscape Team, are currently being manufactured and will soon be installed to introduce new planting and add greenery to the area.

The Brinsworth scheme is almost complete and will conclude the successful delivery of the Towns and Villages Fund project.

Plans are underway to complete a larger Towns and Villages Scheme along Maltby High Street in 2026, which will be an exciting addition to our thriving neighbourhoods initiative.



## 6.1 THEME I – EVERY NEIGHBOURHOOD THRIVING

### CASE STUDY

#### Otherham

From Friday 24 to Sunday 26 January 2025, the inaugural Otherham Winter Light Festival took over five of Rotherham town centre's buildings for a dazzling cultural spectacle, brought to life by Flux Rotherham, Children's Capital of Culture, theatre company imitating the dog, Rotherham Council Events Team and children's literacy charity, Grimm & Co.

This was a first for Rotherham, which featured a mesmerising trail of illuminated art and sound projections which transformed the town centre for one weekend only and brought to life a spectacular vision of the borough as it celebrates becoming the world's first Children's Capital of Culture in 2025.



Flux Rotherham and James Mulkeen



Flux Rotherham and James Mulkeen

To create the ideas for Otherham, Grimm & Co, in partnership with imitating the dog, ran a 6-week writing programme for young people aged 12-16. Participants reimagined Rotherham as an otherworldly place, with their stories inspiring the projection designs. To celebrate Rotherham's young filmmaking talent, Flux partnered with Children's Capital of Culture, imitating the dog, and Studio Bokehgo to work with schools and young creators to produce original, imaginative short films, which were showcased in the 'Cinema of Future Films' (High Street) across all three nights. A new song written by young people at Grimm & Co and recorded by Rotherham Youth Choir was also featured as part of the event.



## 6.1 THEME I – EVERY NEIGHBOURHOOD THRIVING

Alongside the projections, there were walk-about performances (including Ghost Caribou by Thingumajig Theatre), art installations in Minster Gardens and family-friendly drop-in workshops, such as a light painting booth with artist Tim Simpson, LED circus workshops with Yorkshire Circus at Forge Island, and creative workshops at Grimm and Co. and Rotherham Minster.



Flux Rotherham and James Mulkeen



Flux Rotherham and James Mulkeen

## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

Everyone deserves to feel happy, healthy, and secure. We want to empower everyone to lead fulfilling lives, whilst also keeping them safe from harm.

Outcomes – our ambition	How we will get there
<ul style="list-style-type: none"><li>• People have good mental health and physical wellbeing</li><li>• People feel empowered, safe, and live independently for as long as possible</li><li>• People can access affordable, decent housing</li><li>• Inequalities are addressed and nobody is left behind.</li></ul>	<ul style="list-style-type: none"><li>• Focus on minimising/tackling the leading risk factors for death and disability in Rotherham, such as tobacco, unhealthy weight, and alcohol</li><li>• Promote the best possible mental health for all, building on existing campaigns such as the Five Ways to Wellbeing, the Great Big Rotherham To-do list and Be the One</li><li>• Work with people to build on their strengths and resilience, reducing reliance on social care interventions</li><li>• Deliver the ‘My Front Door’ programme, providing adults with learning disabilities and autism with increased choice and opportunities for greater independence</li><li>• Tackle poverty and financial crisis, including development of a ‘social supermarket’ which will help people to move on from food banks, a new Rothercard that will provide discounts on Council services for those who most need them, and our Community Energy Scheme, which will enable households to reduce their energy bills</li><li>• Work with partners to deliver our domestic abuse strategy, taking a coordinated approach to reduce the prevalence of domestic violence</li><li>• Invest in affordable housing and support those at risk of or experiencing homelessness</li><li>• CCTV improvements will be realised through the Capital investment currently agreed (£420,000) alongside improving corporate management of CCTV purchases and assets</li><li>• Continuing to focus on promoting access to services, including out of hours alongside a robust performance management framework within enforcement services</li><li>• Transformation within Domestic Abuse Services is being delivered through strong partnership working, increased investment and the re-design of both internal and commissioned services.</li></ul>

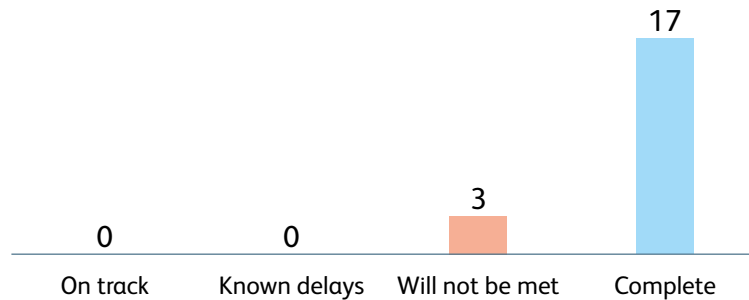
## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

### HEADLINES – EVIDENCING OUR PROGRESS

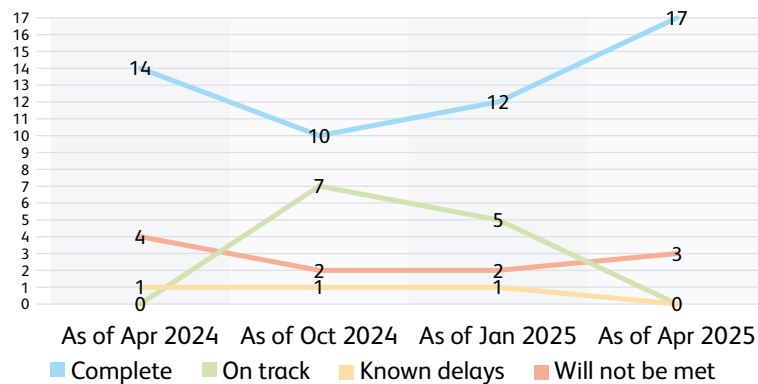
To provide evidence of delivery of the outcomes and commitments within this theme, there are 12 headline performance measures and 20 priority actions/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

#### YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

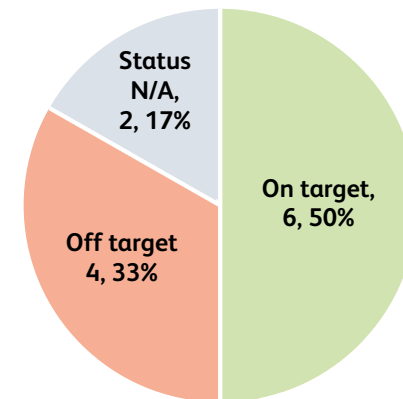


Year Ahead Delivery Plan Action Trend

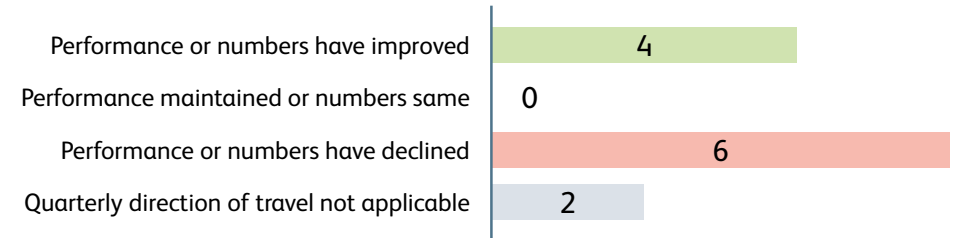


#### PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

### NARRATIVE – THE BIGGER PICTURE

The people are safe, healthy and live well theme focuses on supporting everyone to feel happy, healthy, and secure, empowering people to lead fulfilling lives, and keeping them safe from harm. The encouragement of good mental health and physical wellbeing is continued through the delivery of access to affordable and quality housing and a range of other schemes. The progress that has been made in delivering these ambitions is detailed below.

There is continued delivery of programmes to ensure that people have good mental health and physical wellbeing. A network of Infection Prevention and Control Champions has been established alongside the commissioning of a programme of support to raise infection prevention and control standards in care homes to reduce the impact of infectious disease outbreaks. Additionally, the Council completed a six-month review in October 2024 of its resident mental health services redesign to better meet the needs of those in crisis. The review has highlighted a continued good working relationships with Rotherham, Doncaster and South Humber NHS Foundation Trust. Among the resulting improvements, the Council's Adult Social Care service can now produce equality data on the Mental Health Equality Data assessments to identify trends and reasons for delay and the Mental Health Enablement Service is now operational.

To make sure the people of Rotherham feel empowered, safe and live independently for as long as possible, a new Learning Disabilities Strategy was launched in April 2024 which clearly sets out the Council's aspirations for people with a learning disability. The objectives of the strategy are being implemented through a co-production approach being taken to working with people with lived experience and their families. The All Ages Autism Strategy was agreed and published in February 2024 and sets out the vision

for all autistic people living and working in Rotherham to have the same opportunities as anyone else to live rewarding and fulfilling lives, whatever their age. A fully accessible range of documents have been publicly available from Quarter 1 of the 2024/25 municipal year.

The Council has also begun the building groundwork for the Castle View Day Service which will allow for new day opportunities to be provided for people with high support needs. The contract was awarded in October 2024 with the current estimated completion date being March 2026. The Council has also created an engagement forum to involve residents in co-designing adult social care services to ensure their experiences shape the future delivery of services. This resulted in an Adult Social Care Co-Production Board being established in April 2024 and named by participants as RASCAL (Rotherham Adult Social Care Always Listening).

A decision has been taken to delay until December 2025, a review into the domestic abuse delivery model. This review will set out the next steps for Cabinet and will now align with the mid point of the Domestic Abuse Strategy. The review includes consideration of the lived experiences of victims and survivors accessing services. A consultation has taken place via a workshop with Rotherham Rise survivors as well as some individual surveys to those who are working with the Council's outreach service and the Domestic Abuse housing officers.

Progress has been made to ensure that people can access affordable, decent housing. A new Housing Repairs and Maintenance Policy was agreed in November 2024 which sets out aims to deliver high quality, value for money repairs. As well as committing to maintaining existing homes, the Council is offering new housing stock to residents. 20 new homes will be delivered



## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

via the Market Acquisitions Workstream of the Council's Housing Delivery Programme with 17 houses being delivered to date.

The aim of continuing to deliver the Housing Growth Programme has seen largely positive progress. 156 homes have been acquired or built in 2024/25, six more homes than anticipated. Increasing the number and quality of housing in the borough enables a wider choice for tenants in meeting their needs with more variety in access, location and ability to reduce the burden of the cost-of-living crisis.

In September 2024 work commenced in Canklow to deliver 13 new Council homes with completion targeted for next municipal year. Work has also commenced on new homes in Swinton in January 2025 which will deliver four new bungalows and in West Melton development began in January 2025 that will build 10 new Council homes.

The groundwork for the development of 31 new council homes in Eastwood has been delayed due to unsuccessful procurement. The work on this site was due to begin in the second quarter of 2024/25 but is now targeting a start date during 2025/26. The beginning of groundwork of new homes in Maltby, which is projected to build four new wheelchair friendly homes, has also been delayed due to obtaining planning permission and the procurement process. This development is now aiming to begin in Quarter 2 of the 2025/26 municipal year.

The Council has made progress towards holding targeted events to strengthen partnership relationships and promote opportunities for local housing investment and delivery. A roundtable discussion on securing a pipeline of future investment in new affordable homes through joint work with registered providers of social housing and Homes England was held in March 2025. In September 2024 Rotherham hosted the South Yorkshire Development Partnership Forum, in partnership with The Housing Forum.

This event focussed on how private sector partners can contribute to the delivery of the Council's Housing Delivery Programme and an opportunity to explore potential longer-term partnerships.

Finally, the Council's Local Council Tax Support Top Up scheme, which provides up to £121.96 to working households in receipt of council tax support has been administered to all currently in receipt of the service as well as new applicants. The Council's Energy Crisis Support Scheme, providing up to £250 to households that are struggling to meet the cost of their energy bills was delivered in March 2025. Finally, the Council provided food vouchers to children eligible for free school meals for school holidays, this provided £1.586 million worth of vouchers through to October half term 2024 as part of the Household Support Fund. A further package of support has now been agreed for the period to Easter 2026.



## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

### YEAR AHEAD DELIVERY PLAN TRACKER

People are safe, healthy and live well					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
2.1	<b>People have good mental health and physical wellbeing</b>	Develop a network of Infection Prevention and Control Champions and commission a programme of support to raise Infection prevention and control standards in Care Homes and reduce the impact of infectious disease outbreaks.	Quarter 3	Complete	75 % of Care Homes signed up as Champions by June 2024. Work is ongoing through scheduled Infection Prevention and Control champion meetings.

## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

2.2		Review the impact of the mental health services redesign for residents.	Quarter 4	Complete	<p>The impact assessment highlighted continued good working relationships between Rotherham Doncaster and South Humber NHS Foundation Trust and the Council. A six-month review was completed in October 2024, and this helped to understand impact and outcomes.</p> <p>Adult social care can now produce equality data, on the Mental Health Act assessments to help identify trends and reasons for delay. The Mental Health enablement service is now operational and is designed to work with a strengths-based approach to enable adults with mental ill health to maximise their independence and connect to their community to ensure longer term resilience. The service is a short-term service (up to 15 weeks) providing assistance to support people with social and community-based opportunities.</p>
2.3	<b>People feel empowered, safe and live independently for as long as possible.</b>	Launch the new Learning Disabilities Strategy which sets out Rotherham's aspirations for people with a learning disability.	Quarter 1	Complete	<p>The Learning Disability Strategy 2024/27 was formally launched in April 2024. The strategy will ensure that people with a learning disability have access to the right support, at the right time.</p> <p>The strategy objectives are now being implemented through co-produced approaches with people with lived experience and their families.</p>
2.4		Start the building groundwork for Castle View Day Service which will provide new day opportunities for people with high support needs.	Quarter 2	Complete	<p>The contract has been awarded and groundwork started with a spade in the ground event on 8 October 2024.</p> <p>The current estimated completion date is March 2026.</p>

## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

2.5		Launch the new All Age Autism Strategy which sets out aspirations for autistic people living and working in Rotherham.	Quarter 1	Complete	Rotherham's All Age Autism Strategy 2024/27 was agreed and published by Cabinet on 12 February 2024. The strategy sets out the vision for all autistic people living and working in Rotherham to have the same opportunities as anyone else to live rewarding and fulfilling lives, whatever their age.  This has been published alongside the easy word version to ensure it is fully accessible
2.6		Implement an engagement forum where residents can co-design adult social care services to ensure their experiences shape the future delivery of services.	Quarter 1	Complete	An Adult Social Care Co-Production Board was established in April 2024 and named by participants as RASCAL (Rotherham Adult Social Care Always Listening). The meetings are held monthly and include 10 to 15 regular attendees. To date, the board has been instrumental in co-producing the 2023 Local Account and ensuring public information is clear and easy to understand for residents. The board is diverse and includes representation from different protected characteristic groups.
2.7		Complete a review of the domestic abuse delivery model and set out next steps for Cabinet, following implementation in 2022. The review will include the lived experiences of victims and survivors accessing services.	Quarter 4	Will not be met	The review is complete, but the presentation of findings and recommendations to Cabinet is delayed until Winter 2025/26. This delay is to ensure alignment with the midpoint review of the Domestic Abuse Strategy.

## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

2.8	<b>People can access affordable, decent housing</b>	Agree a new Repairs and Maintenance Policy.	Quarter 3	Complete	<p>The Housing Repairs and Maintenance Policy was approved by Cabinet on 18 November 2024.</p> <p>The Council is committed to delivering high quality, value for money repairs services and the draft Housing Repairs and Maintenance Policy sets out the Council’s approach to meeting those aims.</p>
2.9		Expand the Council’s temporary accommodation by at least 16 homes.	Quarter 3	Complete	<p>A minimum of 16 homes were delivered via the Market Acquisitions Workstream of the Councils’ Housing Delivery Programme.</p> <p>Funding has been secured via the Government’s Local Authority Housing Fund to contribute to a proportion of the acquisition costs of these properties. 20 homes will be delivered with Local Authority Housing Fund. 17 homes have already been completed and delivered via Market Acquisitions.</p>
2.10 (a)		<p>Continue to deliver the Housing Growth Programme by:</p> <p>a) Acquiring or building 150 new homes to increase council owned housing stock.</p>	Quarter 4	Complete	<p>57 homes were delivered in Quarter 1 and a further 25 homes were delivered in Quarter 2. A further 42 homes were delivered in Quarter 3. Quarter 3 homes were delivered via S106 Acquisitions (26) and Market Acquisitions (16).</p> <p>The 150th home was delivered ahead of schedule in February 2025. 156 homes have been acquired or built in 2024/25, six additional homes than anticipated.</p>
2.10 (b)		b) Starting groundwork on new homes in Canklow as part of a joint development with a new day opportunities centre, “Castle View”.	Quarter 3	Complete	<p>Scheme started on site on 23 September 2024 (Quarter 2). The formal ‘Spade in the Ground’ event has taken place.</p> <p>The completion of homes at Canklow Warden Street is a Year Ahead Delivery Plan Target for 2025/26.</p>

## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

2.10 (c)		c) Starting groundwork on new homes at Eastwood.	Quarter 4	Will not be met	<p>Previous procurement activity was unsuccessful. Therefore, the original start on site target was not met. A new programme has been produced to align with Rotherham Council's governance and procurement regulations for award of a two-stage design and build contract which is anticipated within the next two months. Planning permission for this project is already in place, which will facilitate a faster transition to the next phase once a new contractor is secured.</p> <p>Start on site is now forecast for Quarter 4 2025/26. Starting groundwork on new homes at Eastwood will carry over as a Year Ahead Delivery Plan Target for 2025/26.</p>
2.10 (d)		d) Start groundwork on new homes at Maltby.	Quarter 4	Will not be met	<p>Initial procurement activity paired Maltby with Eastwood, which following early market engagement proved to be unattractive to potential contractors and added delays as a different procurement approach was required. Planning permission determination was delayed on Addison Road due to significant highways and tree challenges. Elm Tree Road was determined at Planning Board due to the number of public comments – all of which have added further delay.</p> <p>Planning delays were reported in the last update.</p> <p>A contractor for the design element is in place, construction to be determined. A realistic programme has been produced to align with Rotherham Council's governance and procurement regulations for award of the construction contract. This should mitigate further delays.</p> <p>Start on site is now forecast for Quarter 2 2025/26.</p> <p>Starting groundwork on new homes at Maltby will carry over as a Year Ahead Delivery Plan Target for 2025/26.</p>

## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

2.10 (e)		e) Start groundwork on new homes at Swinton.	Quarter 4	Complete	Significant milestone reached – scheme started on site February 2025. The completion of homes at Swinton is a Year Ahead Delivery Plan Target for 2025/26.
2.10 (f)		f) Start groundwork on new homes at West Melton.	Quarter 4	Complete	Scheme started on site January 2025. The completion of homes at West Melton is a Year Ahead Delivery Plan Target for 2025/26.
2.11 (a)		<p>Hold targeted events to strengthen partnerships and promote opportunities for local housing investment and delivery:</p> <p>a) An event focussed on securing a pipeline of future investment in new affordable homes through joint work with registered providers of social housing and Homes England.</p> <p><i>(LGA Corporate Peer Challenge action in response to recommendation 3).</i></p>	Quarter 2	Complete	Decision was taken to switch the order of the events when given the opportunity to host a Housing Forum event in Rotherham in September. This event aligned better with the activity we had planned in Quarter 4. It would not have made sense, nor could we have resourced two events in Quarter 2.

## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

2.11 (b)		<p>b) An event focussed on how private sector partners can contribute to the delivery of the Council's Housing Delivery Programme and an opportunity to explore potential longer-term partnerships.</p> <p><i>(LGA Corporate Peer Challenge action in response to recommendation 3).</i></p>	Quarter 4	Complete	Rotherham hosted the South Yorkshire Development Partnership Forum, in partnership with The Housing Forum (a cross-sector membership network of 120+ organisations, from the public and private sectors, driving quality and supply in UK housing) on 24 September 2024. Event scheduled for Quarter 4 will now take place in Quarter 2 (see above).
2.12	<b>Inequalities are addressed and nobody is left behind</b>	<p>Delivery of the Council's Local Council Tax Support Top Up scheme, providing up to £121.96 to working households in receipt of council tax support.</p> <p><i>(The scheme will start from 1 April 2024, but will pick up all new applicants through to 31 March 2025).</i></p>	Quarter 4	Complete	The scheme has been administered with all current residents on Council Tax Support who meet the criteria for Local Council Tax Support Top Up. The scheme was live to new applicants or change in circumstances so ran all year.

## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

2.13		Delivery of the Council's Energy Crisis Support Scheme, providing up to £250 to households that are struggling to meet the cost of their energy bills.	Quarter 3	Complete	The scheme has been delivered with applications closing in March 2025.
2.14		Provide food vouchers to children eligible for free school meals for school holidays through to October half term 2024, in line with the package of measures agreed through the Household Support Fund.	Quarter 3	Complete	Provided £1.586 million worth of food vouchers to children eligible for free school meals, during the school holidays through to October half term 2024. Wider package of measures also delivered. The Household Support Fund has provided support to the most vulnerable residents in the borough.



People are Safe, Healthy and Live Well

Outcomes

- People have good mental health and physical wellbeing
  - People feel empowered, safe and live independently for as long as possible
- People can access affordable, decent housing
  - Inequalities are addressed and nobody is left behind

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
PE01	Number of people attending the Make Every Contact Count (MECC) training relating to health and wellbeing issues	ACHPH - Public Health	Ben Anderson	High	Q	152	535	473	125	201	Awaiting data	Awaiting data	326	150	◆	⚠	In 2023/24, there were a total of 473 sessions exceeding the target of 150. The target has been exceeded again by Quarter 2 this year 2024/25. This is due to the revised cost of living session focusing on damp and mould contributing to increased uptake which will be running until March 2025.
PE02	The proportion of adults involved in a safeguarding enquiry who felt their personal outcomes were at least partially met	ACHPH - Adult Care	Kirsty Littlewood	High	Q	97.0%	97.0%	96.1%	97.5%	95.3%	96.8%	98.4%	97.0%	97%	↑	✓	The Council Plan target has been set to sustain performance at 97%. Quarter 4 performance has increased to 98.4% of adults involved in a safeguarding enquiry who felt their personal outcomes were at least partially met, giving a year end figure of 97%, meeting the annual Council Plan target. The level of performance remains high and is comparative to regional and national benchmarking average values. This places the service in line with the National target of 97% and above the regional benchmark of 95%.
PE03	Proportion of new clients who receive short term (reablement) service in year with an outcome of no further requests made for support	ACHPH - Adult Care	Kirsty Littlewood	High	Q	93.2%	92.5%	93.5%	94.8%	91.5%	85.9%	90.0%	90.6%	90%	↓	✓	The year-end performance of 90.6% continues to exceed the Council Plan target of 90% for those who have been receiving short term Enablement not requiring further support. The year-end position has achieved higher than the latest national average benchmarking 77.6%. The service recently concluded a PAMMS Assessment, with the service rated as Overall Good with areas of good practice. Recruitment to the service is continuing, with 7 FTE Enablers progressing through the final stages of recruitment and the recruitment of FTE Liaison Enablement Workers going well. This will enable us to further support the service to expand and diversify.
PE04	Manage the number of new older adult admissions to long term residential care (aged 65+)	ACHPH - Adult Care	Kirsty Littlewood	Low	Q	324	341	301	67	87	84	89	327	317	↓	✗	<p>The 2024/25 Better Care Fund (BCF) official target for Rotherham is; "To reduce the number of older people, admitted to residential care, to a population rate of 563.62". This equates to 317 admissions over the year.</p> <p>Quarter 4 2024/25 saw a surge of admissions mid quarter to permanent care home placements, this has again reduced to usual levels for older adults but has increased the year-end total to 327, which is 10 above the BCF target of 317 and at a population rate of 581.40.</p> <p>The general increase of adults being admitted over the last 3 quarters, is in the context of increased demand across the system, acuity and also linked to the journey of people who have previously been in short stay residential placement.</p>
PE05	Proportion of council housing repairs completed 'Right 1st time'	ACHPH - Housing	James Clark	High	Q	90.9%	92.8%	94.4%	95.1%	94.4%	94.0%	94.6%	94.5%	93%	↑	✓	Quarter 4 performance of Council housing repairs completed 'right first time' by our partners is 94.6%, which is a slight increase of 0.6%, giving a year-end figure of 94.5% and achieving higher than the end year target of 93%.
PE06	Number of new homes delivered with Council support, including affordable homes	ACHPH - Housing	James Clark	High	Q	180	373	217	68	42	55	48	213	200	↓	✓	<p>Positive performance in Quarter 4 – with 48 homes delivered or enabled with Council support. Consisting of:</p> <ul style="list-style-type: none"><li>• 32 new Council Homes as part of the Council’s Housing Delivery Programme</li><li>• 10 private sector Empty Homes brought back in to use</li><li>• 6 homes Enabled</li></ul> <p>End of year target of 200 homes has been surpassed – 213 homes have been delivered with Council support.</p>

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
PE07	Proportion of council housing stock that meets the "Decent Homes" standard	ACHPH - Housing	James Clark	High	Q	99.90%	100.00%	100.00%	92.92%	93.80%	94.10%	95.10%	95.10%	100.00%	↓	✗	<p>The definition for this measure has been changed in 2024-25 so that it aligns exactly with the Regulator of Social Housing technical requirements for Tenant Satisfaction Measures (TSMs), which must now be submitted by the Council to the Regulator annually.</p> <p>In Quarter 4, a further 203 properties were made decent due to updates in survey data, completed works by contractors which led to a performance figure of 95.1% of Council housing meeting the decent home standard against a target of 100%.</p>
PE08	Proportion of households prevented or relieved from homelessness	ACHPH - Housing	James Clark	High	Q	76.0%	78.0%	80.9%	84.0%	82.3%	82.3%	92.0%	85.2%	85%	↑	✓	<p>Quarter 4 shows an improved performance of 92%, with a year-end figure of 85.2% against a Council Plan target of 85%. This has been a challenging target owing to increases in demand and continued housing market pressures that make move on to settled accommodation challenging. Still, progress has been made since last year.</p> <p>A new operating model was established which has helped to increase the homelessness prevention cases load. There has been more cases in the prevention stage in March 2025 190 compared to 117 at the same period last year. The service are monitoring the number of cases in the relief duty, the aim is to reduce the numbers. In March 2024, there was 172 relief cases and this has reduced to 139 in March 2025.</p> <p>A landlord incentive scheme has been finalised in January 2025 to help us work closer with landlords and secure accommodation in the private sector.</p> <p>A comprehensive homelessness improvement plan is in place, informed by specialist advisor, which focused on prevention and temporary accommodation. Resources have been aligned to deal with the increased demand. The functions of the Homelessness team's and the temporary accommodation team have now been separated, and agreement has been received for additional posts. These officers have been recruited and are currently been trained.</p>
PE09	Number of households in temporary accommodation (both temporary accommodation and hotels)	ACHPH - Housing	James Clark	Low	Q	Not available	Not Available	170	173	161	145	148	148	130	↑	✗	<p>There has been positive results in respect of reducing hotel usage, reducing the number of hotel placements in April from 89 households to 17 households in March 2025. At the end of March 2025, there were no families placed into hotels and the number of families placed outside of the borough has reduced from 5 families in June 2024 to 0 in March 2025.</p> <p>A comprehensive homelessness improvement plan is in place, informed by specialist advisor, which focused on prevention and temporary accommodation. Resources are being aligned to deal with the increased demand. The functions of the Homelessness team and the temporary accommodation team have now been separated, and agreement has been received for additional posts.</p>
PE10	Total number of referrals to domestic abuse support services	RE - Comm. Safety & Street Scene	Sam Barstow	Neither High/Low	Q	5,395	3,300	3,137	813	880	849	886	3,428	No target	◆	ⓘ	<p>This measure is included to provide context for PE11 - Engagement rate with Domestic Abuse Services. Please note the methodology for this measure has changed following the recommissioning of this provision. From Quarter 3 (2022-23) onwards, the data will be issued provisionally before being finalised the following quarter when all of the data is available.</p> <p>Quarter 4 has 27 more referrals than in Quarter 3, and 93 more referrals than Quarter 4 2023/24.</p>

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
PE11	Engagement rate with Domestic Abuse support services	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	47%	46%	67%	53%	57%	63.0%	59.0%	58%	60%	↓	✗	<p>This measure is the % of clients of Domestic Abuse services who accept support from that agency. The measure records the total number of referrals made to domestic abuse support services who go on to successfully engage with those services. Following the recommissioning of this service, significant work on how the referral process of people on to these services has been undertaken.</p> <p>As with PE10, the methodology for this measure has changed following the recommissioning of Domestic Abuse support. From Quarter 3 (2022-23) onwards, the data will be issued provisionally before being finalised the following quarter when all of the data is available.</p> <p>Engagement rate for Quarter 4 has had a 4% decrease from Quarter 3 and is 1% under the Council Plan target of 60%. Compared to Quarter 4 last year there has been a 9% decrease in engagement.</p> <p>Monitoring of trends will continue for future quarters, however engagement rates do vary due to individual client circumstances.</p>
PE12	Proportion of new claims for Housing Benefits and Council Tax Support dealt with within 14 days of receipt of all necessary information.	FCS - Finance	Rob Mahon	High	Q	97.34%	97.30%	98.37%	98.56%	98.25%	98.36%	98.35%	98.35%	98.00%	↓	✓	<p>Measure and target amended for 2023-24 and 2024-25 to reflect the performance of the Council in processing claims.</p> <p>The final performance for 2024/25 is 98.35%, which 0.02% down from 2023/24 (98.37%).</p> <p>DoT based on being down in comparison with Quarter 3 2023/24.</p>

## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

### CASE STUDY

#### 650th Council Home

In February 2025, the Council delivered the 650th new home of our current development programme. This marks a significant milestone in our ongoing commitment to addressing housing needs within the community. This achievement is a testament to our dedication to providing quality, affordable housing options for residents, helping to ensure that everyone has access to a safe and secure home.

The 650th home was a market acquisition. These acquisitions include properties where the Council has the Right of First Refusal on former council homes sold under Right to Buy, disposals from Housing Associations, empty properties, and purchases from the open market. Market Acquisitions are used to meet the diverse needs of our communities, as we can purchase a range of property types in areas that may not have much Council housing.



Acquisitions at Lake View Road, Wath.



New homes being built in West Melton.

The Council has pledged to continue to deliver hundreds of new high-quality homes across the borough, by either building new homes or through acquiring properties from a range of sources, including private developers and the open market. Having a new, safe, and affordable home can transform lives by providing stability, improving health, supporting education, fostering community connections, and enabling personal development.

One tenant said the move had *“Massively lifted our moods living here, everything is just immaculate and lovely including the garden where our grandchildren can play, the street is quiet, the bills have more than halved, we feel overwhelmed and privileged and really fortunate to have been offered this.”*

The next step for the Housing Growth Programme will be to continue its progress towards achieving the aims set for 2025/26. These include the completion of ongoing works in Canklow, Swinton and West Melton and starting new works in Eastwood and Maltby.



## 6.2 THEME 2 – PEOPLE ARE SAFE, HEALTHY AND LIVE WELL

### CASE STUDY

#### Castle View ‘Spade in the Ground’ Event

In October 2024, the Castle View Development project officially began with a special “Spade in the Ground” event in Canklow, Rotherham. This event celebrated the start of building a new adult day centre and housing for people with complex support needs.

The Leader of the Council joined partner O&P Construction Services to break ground on the site of this new housing and independent living development.

Following Cabinet approval in 2023, a total of £11m is being invested into the site, which includes a six-bedroom property and two two-bedroom apartments, both of which support people with complex needs.

Alongside the accommodation will be Castle View, a purpose-built day centre providing modern and accessible facilities for people with high support needs. Additionally, 13 accessible properties will be available for Council rent to people who meet the criteria.

Together, these plans will help meet the council’s commitment to deliver modern, purpose-built facilities that more effectively meet people’s needs, within environments that are more conducive to maximising independent living and are closer to home.

The properties will occupy land which has been unused since the clearance of unsuitable properties in 2009, with the development expected to complete in spring 2026. The partnership with O&P will build on the Council’s award-winning work on social value to promote local employment through council spending. In addition to Council investment in the project, the delivery of Council homes on the site has been supported by the Brownfield Land Release Fund (BLRF2), part of the One Public Estate programme.



Community feedback has been very positive. A spokesperson for the Council highlighted the importance of the new facility in supporting people with complex needs and serving as a hub for community activities, learning, and skill development. Local councillors are committed to delivering modern, purpose-built facilities that meet residents’ needs and improve their quality of life.

The Castle View Development is a testament to Rotherham Council’s dedication to enhancing local infrastructure and providing essential services to residents. The “Spade in the Ground” event not only marked the beginning of construction but also symbolised a new chapter of growth and support for the Canklow community.

## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

We want Rotherham to be a great place to grow up, where all children and young people are safe, valued, able to enjoy their lives and achieve their aspirations.

Outcomes – our ambition	How we will get there
<ul style="list-style-type: none"><li>• Children get the best start in life</li><li>• Children and young people safe from harm</li><li>• Young people feel empowered to succeed and achieve their aspirations</li><li>• Children and young people have fun things to do and safe places to go.</li></ul>	<ul style="list-style-type: none"><li>• Further develop our partnership approach to ensuring that all children and young people get the best possible start in life and are ready to attend school and learn</li><li>• Continue with the development of residential homes for our children in care and work with local providers in residential and foster care to access the best local placements</li><li>• The Council will work to improve our Youth Justice inspection judgement through the delivery of our improvement plan</li><li>• With our partners, we will address the variability of Education, Health and Care Plans and the quality of provision for children and young people</li><li>• Collaborate with partners to embed a multi-agency Family Hub Approach for our children, families, and communities</li><li>• Ensure that the Early Help workforce are equipped with the right, most up to date knowledge and tools to effect outstanding outcomes for children and families</li><li>• Work with young people that are disengaged to reconnect them to training, further education and employment</li><li>• Focus on raising the achievement of Key Stage 1 and 2 pupils in reading through the reading fluency project and will support pupils who are currently below the expected standard in reading and/or who may have difficulty accessing reading required in the wider curriculum</li><li>• Work in collaboration with schools to narrow the persistent attainment gap between disadvantaged and non-disadvantaged pupils and raise the attainment of disadvantaged pupils</li><li>• Deliver on our commitment to become the first Children’s Capital of Culture holding a year-long festival in 2025.</li></ul>

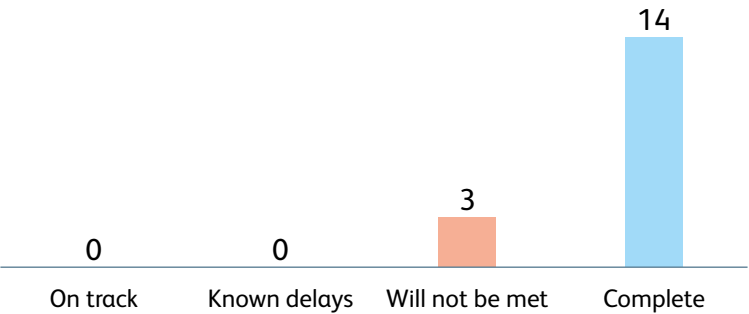
# 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

## HEADLINES – EVIDENCING OUR PROGRESS

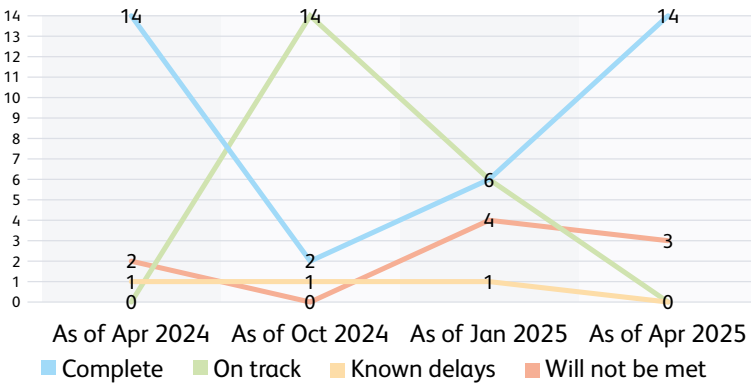
To provide evidence of delivery of the outcomes and commitments within this theme, there are 11 headline performance measures and 17 priority actions/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

### YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

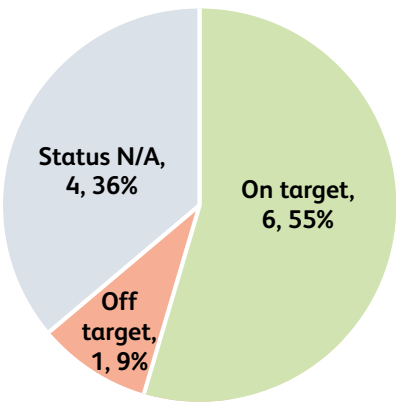


Year Ahead Delivery Plan Action Trend

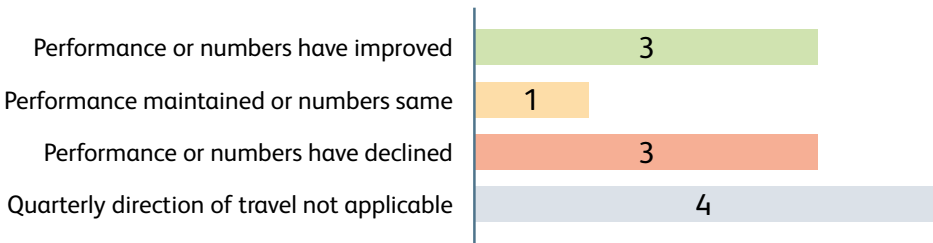


### PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

### NARRATIVE – THE BIGGER PICTURE

This theme encapsulates our ambition for Rotherham to be a great place to grow up, where all children and young people are safe, valued, and able to achieve their aspirations.

Services provided by the Council to young people with Special Educational Needs and Disabilities were given the highest possible rating by Ofsted last year, building on the 'Good' rating they gave the services the Council provides to children, young people and families in August 2022.

The support provided to our very youngest residents through the Baby Packs scheme has been expanded. This provides infants and their families with baby grows, books, blankets and more. The scheme is free of charge and packs are distributed in appointments with midwives. The Council is also supporting young families through our Family Hubs scheme, which has continued successfully following its launch last year. In the final quarter of the year, the percentage of families who registered with a Family Hub within six months of their child's birth rose to 90%, up from the previous figure of 77%.

Seven resources bases in schools have been created across the borough for young people with Special Educational Needs and Disabilities, ensuring that youngsters who need more support can receive it in their local school. This is a key priority, as this year the number of children in the borough with an Education, Health and Care Plan rose to over 3,000. Support for these children outside of school has also been expanded, and the first steps towards transforming the Eric Manns building into a new hub for children and their families to access services, play areas and a sensory room have been taken.

This quarter has also seen the continuation of our programme to expand residential care facilities so that children can stay in the borough. Registration has been submitted for two more two-bedroom homes, ensuring that young

people are closer to having a more permanent home in the area which they come from. This process will continue into the next financial year for a further three two-bedroom properties, ensuring that we will have submitted registrations for six two-bedroom homes in total by the end of Quarter 3 next year.

As part of our new Home to School Transport Policy, Independent Travel Training has been delivered to 24 local children, so they can travel to and from school without difficulty. The Council has worked with all 27 secondary schools and colleges in Rotherham to improve their careers services and interactions with employers. This is with the aim of ensuring that their provision would reach at least six of the Gatsby benchmarks outlining best practice, with an average score in Rotherham institutions now reaching 6.6 which is a significant achievement.

Over 200 support sessions to help engage young people with universal youth provision have also been run, as well as over 1,000 additional universal sessions for them to attend when they are ready. Construction has begun on a new water splash facility in Clifton Park, providing children with a cool and fun place to play this summer. This year the Council has also worked with children and young people across the borough to produce the Children's Capital of Culture programme. Alongside the continuation of the traineeship programme, the Council has run a range of events, from workshops in schools to marquee occasions in the town centre such as Otherham and the music festival Signals.



## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

### F YEAR AHEAD DELIVERY PLAN TRACKER

Every child able to fulfil their potential					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
3.1	<b>Children get the best start in life</b>	Commission, set-up and start roll out of Baby Packs Scheme to support families with essential items and child development.	Quarter 4	Complete	<p>Registration for Baby Packs began in January for mothers with due dates on or after 6 April. The first Baby Packs were delivered in March 2025 for babies due the week commencing 7 April, as they are delivered four weeks ahead of the due date.</p> <p>In Quarter 4, 146 mothers registered for a Baby Pack, and 74 Baby Packs were delivered.</p> <p>See case study below.</p>

## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

3.2		Increase the number of families registered with a Family Hub (from the current figure of 77 % to a target of 90 % of families registered at a family hub within six months of their child's birth).	Quarter 4	Complete	<p>The children's centre registration form (registration for 0-5) was relaunched in April 2024 to allow families with children 0-19 (age 25 with SEND) to register. The new form is available via the Rotherham Family Hubs website. This includes the collection of equality data to help inform delivery of the programme.</p> <p>Partners across the Rotherham Family Hub programme have been encouraging registration during engagement with families. Over the last summer, the Early Help service have attended a number of community engagement events attended by a wide range of organisations to promote registration.</p> <p>In August 2024, a newly designed Rotherham Family Hub registration page was included in the 'red book' which is issued to every baby at birth.</p> <p>New leaflets and posters have been designed and distributed across GP surgeries and key family meeting places, such as libraries, to encourage registration.</p> <p>As at year-end, 90 %, of families have registered for a Rotherham Family Hub with a child up to six months old.</p>
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## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

3.3		Deliver 130 support sessions (5 sessions per week to be delivered during Quarter 3 and Quarter 4 following recruitment of additional officers) to enhance the under 5's offer through the delivery of Rotherham's Statutory Children's Centres.	Quarter 4	Complete	Following recruitment, delivery commenced in Quarter 2. As of 31 January 2025, 175 sessions have been delivered.  Delivery to date has included Tots and Toddler group; baby group; Little walkers; Boogie Tots; Baby Sensory; Messy Play; and Baby Massage delivered across the borough in Children's Centres and Family Hubs.
3.4 (a)	<b>Children and young people safe from harm</b>	Provide new homes to make sure Children in Care and young people in Rotherham can stay in the borough:  a) Submit registration for a second two-bedroom home.	Quarter 2	Complete	An Ofsted registration for the second two-bedroom home was submitted in May 2024.
3.4 (b)		b) Submit registration for a third two-bedroom home.	Quarter 3	Will not be met	There was a delay in appointing a Registered Manager, but one is now in post. Registration will be submitted in Quarter 1.
3.4 (c)		c) Submit registration for a fourth two-bedroom home.	Quarter 3	Complete	The building is now complete. Registration was submitted in March 2025.

## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

3.4 (d)		d) Submit registration for a fifth two-bedroom home.	Quarter 4	Will not be met	Refurbishment pushed back due to feasibility being completed on a Department for Education capital bid which could support the refurbishment of the property.  Previous delays incurred through planning. Registration is now expected to be submitted Quarter 3 2025/26 following completion of capital works.
3.4 (e)		e) Submit registration for a sixth two-bedroom home.	Quarter 4	Will not be met	A HRA property has now been identified following joint work with housing and planning will be submitted Quarter 1 2025/26. The timeline will be updated subject to successful progress through planning.
3.5	<b>Young people feel empowered to succeed and achieve their aspirations</b>	Create seven resource bases to provide additional school places for children with special educational needs.	Quarter 4	Complete	All Resource Provisions have now been registered or have had approved increases in places at the following schools: Thurcroft Junior Academy, Winterhill, Maltby Manor Academy, Thrybergh Academy, Foljambe Primary, Wales High, Brinsworth Whitehill.
3.6		Commission building work to develop the Eric Manns building into a new centre for children with special education needs and disabilities.	Quarter 3	Complete	Work has been commissioned and further work is continuing between Parent and Carer Forum and Children and Young People's Services to prepare the building for occupation. Project Managers have been assigned and scoping of work is ongoing.

## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

3.7		Deliver Independent Travel Training to 24 children and young people to increase independence, through the new Home to School Transport Policy.	Quarter 3	Complete	The service has now supported 31 young people through this process with a further five now undergoing the training meaning this target is now met.
3.8		Engage through the Enterprise Adviser Network Project with all 27 Rotherham secondary schools and colleges in the South Yorkshire Careers Hub to assist them enhance their careers provision, improve interactions with local employers and achieve at least six of the Gatsby benchmarks, used to monitor and grade careers provision.	Quarter 4	Complete	<p>All 27 schools actively engaged. 24 out of 27 institutions are matched with an Enterprise Adviser.</p> <p>Rotherham's average benchmark score has been maintained 6.6 (Target set by CEC is 6).</p> <p>Project has been renamed as the South Yorkshire Careers Hub.</p>

# 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

3.9	<b>Children and young people have fun things to do and safe places to go</b>	Work with children and young people across the borough to co-produce and launch the Children’s Capital of Culture 2025.	Quarter 3	Complete	<p>The programme for Children’s Capital of Culture was officially launched on 5 December at Arc Cinema to invited stakeholders and media. The Quarter 1 2025/26 programme is now live and features large scale Land Art Commissions, Pop Up Programme across wards, and events including:</p> <ul style="list-style-type: none"><li>• Otherham Winter Light Festival featuring five new large-scale projections</li><li>• Signals Music Festival with 10 days of workshops and performances culminating in a Town Centre Music Festival</li><li>• Roots Rotherham Street Carnival officially welcoming the 2025 Festival Year.</li></ul> <p>The call for proposals to add to the Children’s Capital of Culture festival year programme was launched in July 2024. To date 36 proposals have been received and the programme will continue to develop throughout the year with Quarterly Programme Launch.</p>
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## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

3.10		Start the new three year Children's Playgrounds Programme and deliver the first scheme.	Quarter 4	Complete	<p>All sites for improvement have been identified and discussed with the Leader/Cabinet Members.</p> <p>Consultation has been completed for Chestnut Grove, Dinnington alongside Thrybergh and Rother Valley Country Parks.</p> <p>The external works framework procurement is now complete, and the tender report was approved on 23 May 2025. The anticipated framework go-live date is the 10 June 2025.</p> <p>A Strategic Outline Programme for the playgrounds programme is now in place. The replacement of the play area at Chestnut Grove is now complete and the project timeline for the two Country Parks is:</p> <ul style="list-style-type: none"> <li>• Replacement of the play area at Rother Valley Country Park by October 2025. Initial feasibility checks and design works is currently underway.</li> <li>• Replacement of the play area at Thrybergh Country Park by October 2025. Initial feasibility checks and design works is currently underway.</li> </ul> <p>An Officer Decision Record for the whole improvement scheme has been prepared.</p>
3.11 (a)		<p>Progress a new Water Splash facility at Clifton Park:</p> <p>a) Conduct consultation with children, parents, and carers.</p>	Quarter 2	Complete	<p>Consultation has taken place with users over the 2024 summer period 1 July to 30 September 2024. 271 responses were received from children, parents, and carers.</p> <p>The results will inform the design brief for the new facility.</p>

## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

3.11 (b)		b) Commission a supplier to undertake the work in readiness for launch in July 2025.	Quarter 4	Complete	The contract has now been awarded to the supplier, and work commenced on site.  The project is on track to be completed by July 2025.
3.12		Deliver 208 support sessions (8 sessions per week to be delivered during Quarter 3 and Quarter 4 following recruitment of additional officers) to support young people to engage with universal youth provision.	Quarter 4	Complete	Following recruitment, delivery commenced earlier than expected in Quarter 2. As of the end of March 2025 the Council has delivered 254 sessions.



Every Child able to fulfil their potential

- Outcomes
- Children get the best start in life
  - Children and young people safe from harm
- Young people feel empowered to succeed and achieve their aspirations
  - Children and young people have fun things to do and safe places to go

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
CH01	Percentage of eligible children accessing their 2-2.5yr health visitor checks	ACHPH - Public Health	Ben Anderson	High	Q	92.0%	91.0%	90.7%	Data not yet available	Data not yet available	Data not yet available	Data not yet available	Data not yet available	93%	◆	⚠	The Rotherham value for 2023/24 is 90.7%. Rotherham’s performance remains above the national value at 78.4%, and above Yorkshire and the Humber at 89.3%. Status is based on the latest available data, annual data for 2023/24. DoT is based on Quarter 4 data, compared to Quarter 3. The target was set as an aspirational target, above the contracted target (84%), based on previous performance of the provider and the service consistently exceeds the 84% contractual expectation. All quarters for 2023/24 remain above the contracted target, albeit still below the aspirational target of 93%.
CH02	Number of Children in Need (rate per 10K population 0-17 as per DfE population)	CYP - Social Care	Monica Green	Low	Q	380.5	378.6	316.8	297.3	309.7	319	310.7	310.7	375.5	↑	✓	During 2024/25 the Children in Need (CiN) population decreased by 6.1 CiN per 10,000 when compared to 2023/24. This equates to a reduction of 72 children & young people. This measure follows the DfE definition which includes CiN, child protection (CP), children in care (CIC) and, leaving care cohorts. As such, if any of these cohorts rise then this measure will too. The year-end figure remains below the year-end target of 375.5 as well as being below the latest national (332.9) and statistical neighbour (398.8) averages.
CH03	The number of children with a Child Protection plan (rate per 10K population 0-17)	CYP - Social Care	Monica Green	Low	Q	82.7	70.4	45.6	45.1	51	51	54.2	54.2	85	↓	✓	The rate of children per 10,000 with a child protection plan (CPP) increased to 54.2 at the end of 2024/25 when compared to 2023/24 (45.6). This equates to an increase of 54 children. However, the 54.2 rate remains below the year-end target of 85.0 (lower is better) as well as being in line with the latest stat neighbour average (54.2) but remains above the latest national average (41.6).
CH04	The number of Looked After Children (rate per 10k population 0-17)	CYP - Social Care	Monica Green	Low	Q	97.8	96.7	87.7	88	87.3	86.4	83	83	95.2	↑	✓	The children in care (CIC) rate per 10,000 has steadily reduced over the last few years reaching 83.0 at the end of 2024/25 (lower is better). This equates to 482 children. 83.0 is below our local target of 95.2 and the latest stat neighbour average (100.9) but remains above the latest national average of 70.0. It’s important to note the rate would be 78.7 without the inclusion of the unaccompanied asylum-seeking children (UASC) population (25 UASC).  Focused work continues to ensure children are brought into care only at the point that it’s essential for them to be safeguarded in this way. Supporting children and families in a strengths-based way for them to remain together, which may be using Child Protection and Child in Need Plans which would consequently increase these cohort numbers.
CH05	Open Early Help children at the end of the reporting period	CYP - Early Help	Kelly White	Neither High/Low	Q	2889	3286	2868	2828	2428	2422	2215	2215	No target	◆	ⓘ	There were 2215 children (1060 families) open to the service at the end of 2024/25 compared to 2868 children (1335 families) at the end of 2023/24. This shows a decrease of 653 children over the year and a decrease of 275 families.
CH06	Proportion of social care re-referrals in 12 months - in current month	CYP - Social Care	Monica Green	Low	Q	18.3%	17.2%	17.3%	15.9%	16.0%	16.0%	20.7%	17.3%	22%	➡	✓	In 2024/25, 17.3% of social care referrals were reported as being a re-referral (within 12 months) which remains in line with 2023/24 (17.3%) and is also within the target set of 22.0%.
CH07	Number of children and young people who are currently assessed as having a medium to high risk of CSE (CSE cohort)	CYP - Social Care	Monica Green	Neither High/Low	Q	41	37	23	18	17	16	15	15	No target	◆	ⓘ	There were 15 children and young people assessed as having a medium to high risk of Child Sexual Exploitation (CSE) at the end of 2024/25, a decrease of 8 when compared to the end of 2023/24 (23).

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good Is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
CH08	Proportion of two-year olds taking up an early education place	CYP - Education & Inclusion	Niall Devlin	High	Q	88.1%	85.6%	83.6%	-	83.6% (Term 3 - 23/24)	96.6% (Term 1 - 24/25)	85.7% (Term 2 - 24/25)	85.7% (Term 2 - 24/25)	85%	↑	✓	<p>At the end of the 2023/24 academic year, it was reported that 83.6% of two-year-olds had taken up an early education place showing a 2% reduction when compared to the end of 2022/23 (85.6%) and missed the 85% local target. However, 83.6% remains positive when compared to the latest published benchmark data - 74.8% national and 77.9% stat neighbour averages.</p> <p>*This is an academic year measure and therefore 2024/25 academic year end performance will be reported in quarter 2 2025/26. However, at the end of the spring term (term 2) 2024/25 85.7% of two-year-olds had taken up an early education place showing a 10.9% reduction when compared to the end of the autumn term (96.6%). However, 85.7% remains above the 85% target and is positive when compared to the latest published benchmark data (see above).</p>
CH09	Proportion of pupils passing the phonics screening check in year 1	CYP - Education & Inclusion	Niall Devlin	High	A	75% (2021/22 academic year)	79.0% (2022/23 academic year)	78.5% (2023-24 academic year)	-	-	-	-	78.5% (2023-24 academic year)	Above stat neighbour*	↓	✗	<p>78.5% of year 1 pupils passed the phonics screening check in 2023/24 academic year which shows a 0.5% decrease when compared to the previous academic year (79.0% - 2022/23). The target for this measure is to be inline or above our statistical neighbour's average (80.8%), which has have therefore been missed by 2.3% and 1.5% below the national average.</p> <p>The Rotherham School Improvement Service (RoSIS) continue to focus on increasing the percentage of pupils achieving the national standard and accelerating the rate of progress in phonics. RoSIS offer phonic reviews and follow-up support training for teachers new to administering the phonics screen and bespoke support requested by schools.</p> <p>*This is an academic year measure and therefore 2024/25 academic year unvalidated data will be available in Quarter 2 2025/26.</p>
CH10	Number of children with Education, Health and Care Plan	CYP - Education & Inclusion	Niall Devlin	Neither High/Low	Q	2711	3056	3360	3484	3519	3629	3721	3721	No target	◆	ℹ	There were 3721 children with an Education, Health, and Care Plan (EHCP) at the end of 2024-25, showing an increase of 361 when compared to the end of last year (2023/24).
CH11	Number of additional universal youth work sessions delivered	CYP - Early Help	Kelly White	High	Q	339	1135	1411	392	287	282	159	1120	800	↓	✓	During 2024/25, 1120 universal youth work sessions were confirmed as being delivered which has met the target of 800 sessions.

## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

### CASE STUDY

#### Family Hubs registrations



Mahasen is a Sudanese refugee, with three children. She has been attending Rotherham Ethnic Minority Alliance (REMA) activities for many years. Mahasen is part of the Rotherham Sudanese Community group and one of the leads of the Sudanese women's drummers' group. She is a well known community figure given her confidence, enthusiasm, and welcoming personality.

When REMA became part of the Family Hubs network, Mahasen registered with Family Hubs, and accepted an invitation to be part of the Parent Carer Panel focus groups. With the support of the REMA Family Hub Navigator, Mahasen attended the first Parent Carer Panel focus group, enabling under heard families to engage. During the groups, she shared her aspirations to study and volunteer with a view to gaining employment when her youngest child starts school.

Over the past year, Mahasen has become a key part of REMA's Family Hub. She became a Family Hubs volunteer, and this has included her attending a Family Hubs induction session and completing Safeguarding training. She is active as a translator peer support volunteer, a group volunteer at REMA Toddler group and a breastfeeding peer supporter. She supports other women from the community to join activities around Rotherham and advocates for them.





## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL



Mahasen has shared many times that being part of all the Family Hubs activities has been really good for her, and her children. The wider community have clearly benefited from her support. Mahasen feels part of the team, enjoys supporting other families and feels very confident about the future.

‘I hope to succeed in the English and Maths skills exams, and I’m applying for the Access HE diploma course. After that, I’ll study the fields of nutrition and health, because I love working in this field. I hope that I can achieve great success and get a job in the same field’.

Mahasen has become a key member of the Parent Carer Panel, supporting the integration of new members and most notably contributing to the co-production of the publication of the Best Start in Life guidance. This piece of work was undertaken between Public Health Consultants and panel members. She recently attended a panel session in partnership with Flux to create arts and crafts for the Rotherham WOW festival. Mahasen attended the festival and also played the Sudanese drums on stage with two of her peers.

## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

### CASE STUDY

#### Baby Packs

The Rotherham Baby Packs scheme is funded by Rotherham Council up to the value of £360,000 a year to support expectant mothers and their newborns across the borough. It aims to provide essential items to families ensuring that every child in Rotherham gets the best start in life.

Registrations for the Baby Packs started in January, with all expectant women who were due to give birth after 7 April 2025 eligible to receive one.

The Council is working with midwives at the Rotherham NHS Foundation Trust to register expectant mums onto the scheme at their 25-week appointment. The packs are delivered to women when they are around 36 weeks pregnant.



Cllr Baker-rogers, Ben Anderson, Cllr Reed, Claire Mullin (Community Nursery Nurse), Cllr Cusworth

The baby packs contain clothing, a toy, a book and other useful items for the first six months and comes in a sturdy storage box that can become a memory box once baby has outgrown the items. They are being delivered by FMI on behalf of Rotherham Council.

The initiative also ensures that new parents receive timely help and support. The pack includes a Start for Life booklet which includes information on various services for families with children up to two years old including midwifery, health visiting and infant feeding. There is continued support for children and families in Rotherham through the Council's Family Hubs network.

In the first 15 weeks of the scheme over 600 mothers have registered which equates to around a 70 % uptake, with last reporting month (April 2025) achieving a 94 % uptake rate.

The feedback from recipients has been very positive. New mothers have expressed their gratitude for the thoughtful and useful items in the pack.

Jaspreet Kaur said: *"I was confused about what to buy for my child. When I received baby pack, it contains almost all the items which I needed after my baby's delivery. Every item is useful, and I am very grateful."*

Another new mum said: *"I just wanted to say thank you for the lovely box and items inside that got delivered today as part of the baby pack."*

*"It really is a lovely gift from Rotherham Council and I would like it to be recognised and thank the people that organise this and put it together. It really is appreciated and will definitely get plenty of use from!"*

A third added: *"It's well thought out and equipped with many essentials. This must be a huge lifeline for many families. We really appreciate this support."*

## 6.3 THEME 3 – EVERY CHILD ABLE TO FULFIL THEIR POTENTIAL

Feedback from practitioners has also been received: *“The baby packs have quickly become a valuable tool in promoting early intervention, supporting family wellbeing, and embedding key health messages from the very start of the parenting journey.”*

The Council will continue to rollout of the programme in 2025/26 with an aim to deliver 100 % of baby packs to eligible Rotherham Families who have requested one.

In the second half of the financial year further feedback will be sought from recipients of the boxes to assess the short and medium-term outcomes.



CLr Cusworth and Jaspreet Kaur

## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

Our vision is to create a fair and prosperous economy that provides chances for everyone to get a good job, or start and grow a business, and plan confidently for the future.

Outcomes – our ambition	How we will get there
<ul style="list-style-type: none"><li>• A growing economy that provides decent jobs and chances to progress</li><li>• Delivering regeneration schemes that bring investment and opportunity, both in Rotherham town centre and in our towns and villages</li><li>• Working with partners and suppliers to create more local jobs, paid at the Real Living Wage or above, and apprenticeships</li><li>• People having opportunities to learn, develop skills and fulfil their potential</li><li>• Strengthening digital infrastructure and skills which enable access for all.</li></ul>	<ul style="list-style-type: none"><li>• Support people to improve their skills and secure decent work through a range of schemes and initiatives</li><li>• Provide a package of support and advice that enables businesses to start up and thrive, including targeted support to those most affected by the pandemic</li><li>• Deliver improvements and opportunities for local communities through major regeneration programmes</li><li>• Create a vibrant town centre, accessible to everyone, through a range of complementary schemes and major projects, including the flagship leisure development at Forge Island</li><li>• Secure further commitments through our social value policy and work with partners to maximise the impact of our collective spending power</li><li>• Connect people to economic opportunities through a range of transport schemes and improvements that also offer more environmentally friendly travel options.</li></ul>

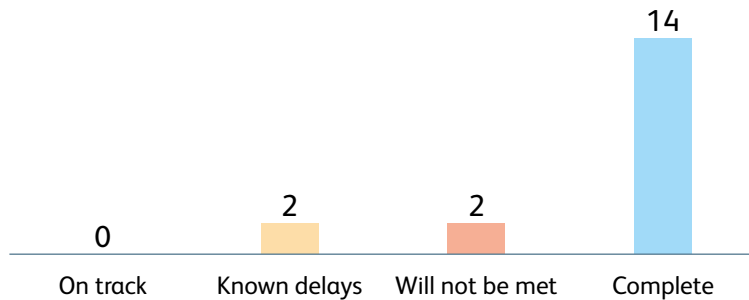
## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

### HEADLINES – EVIDENCING OUR PROGRESS

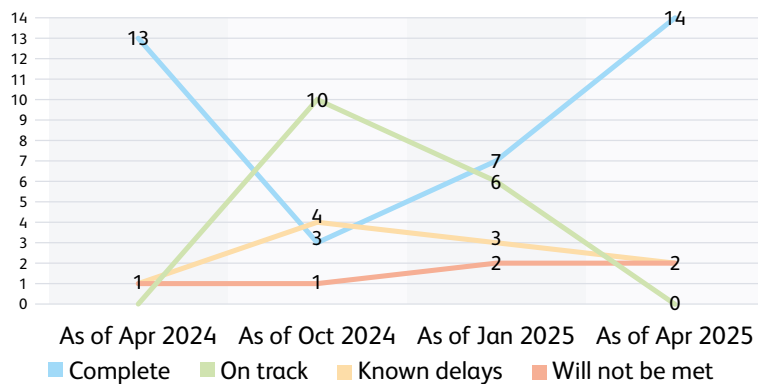
To provide evidence of delivery of the outcomes and commitments within this theme, there are nine headline performance measures and 18 priority actions/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

#### YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

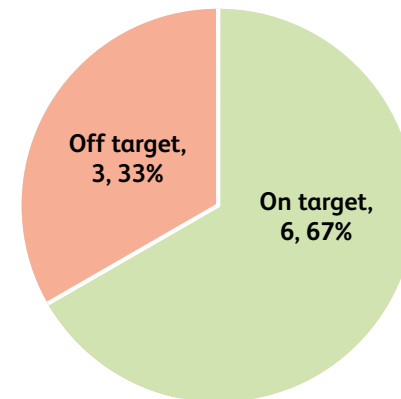


Year Ahead Delivery Plan Action Trend

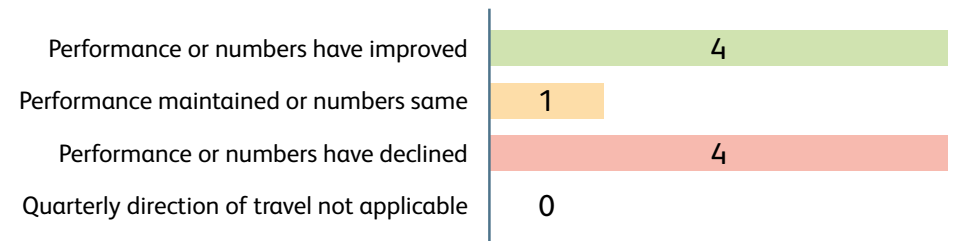


#### PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel





## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

### NARRATIVE – THE BIGGER PICTURE

The Council continues to invest in creating the conditions for inclusive economic growth, supporting local businesses, attracting investment, and helping residents into employment and training. The network of business hubs remains central to this effort, offering vital support to entrepreneurs and small businesses. Following improvements to Wi-Fi and facilities in 2024/25, further upgrades are planned for 2025/26 to ensure these spaces remain fit for purpose.

The Rotherham Investment and Development Office (RiDO) delivered 64 business support workshops over the year, attended by 464 participants. In addition, 132 business grants were awarded, totalling £880,605, including four new offers worth £23,753 in Quarter 4 alone. These grants have supported a wide range of activity, from productivity improvements and business growth to start-up support and investment in energy efficiency and carbon reduction.

Major regeneration schemes are also progressing. Forge Island has seen the successful opening of its new Travelodge (July 2024) and Arc Cinema (September 2024), with the first eatery, Vetro Lounge, opening in April 2025. A second venue, Sygnature Dish, is due to open in Spring 2025. Meanwhile, construction has begun on the Riverside Gardens and Corporation Street public realm works, with contracts signed and work having started on site in April 2025.

The Council continues to act as the accountable body for several high-profile projects funded through external investment. These include the transformation of the old grammar school into the Maltby Skills Academy, now a vibrant community and learning hub; the expansion of Magna's

educational offer through new exhibits focused on climate change and STEM; and the creation of a new home for children's literacy charity Grimm & Co in a repurposed church. All three projects are now complete. Works at Wentworth Woodhouse were completed in December 2024, and Gulliver's Skills Academy was completed in May 2025, following some delays and schools are now visiting the new facilities.

Through the Employment Hub and Employment Solutions Service, the Council is supporting residents into work, training, apprenticeships, and education. While the target to support 750 people was not met in 2024/25, the service remains a key part of our inclusive growth strategy and will continue into 2025/26.

Performance data shows encouraging signs of progress. The survival rate of new businesses supported by RiDO over their first three years is 86%, exceeding the Council Plan target of 81%. Engagement with library services that support skills and employment reached 130,191 – well above the 100,000 target. Online customer transactions also exceeded expectations, with 239,392 completed in 2024/25 against a target of 185,400.

However, some activities have experienced delays. The start of construction on the Templeborough Business Zone has been postponed to August 2025 due to the need to reconfigure contractual arrangements. Plans to publish a revised Local Plan Core Strategy Policy on social value have been paused, as the Council must now prepare a new Local Plan in response to changes in national planning policy. Work to agree a 12-month apprenticeship plan with Rotherham Together partners is ongoing, with further discussions scheduled.

## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

Performance in some areas has also declined. Only 53 % of residents reported feeling optimistic about Rotherham's future – below the 57 % target and down from 56 % the previous year. The proportion of new starter apprenticeships within the Council workforce stands at 0.9 %, short of the 1.5 % target. In response, additional actions are being taken to promote apprenticeships and careers within the Council.

Despite these challenges, the Council remains committed to expanding economic opportunity across the borough – supporting businesses to grow, helping residents into good jobs, and delivering regeneration that benefits all communities

## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

### YEAR AHEAD DELIVERY PLAN TRACKER

Expanding economic opportunity					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
4.1	<b>A growing economy that provides decent jobs and chances to progress</b>	Deliver a programme of business workshops providing start-up advice and support to 150 attendees from both pre-start and new start businesses.	Quarter 4	Complete	20 workshops were delivered in Quarter 4, making a total of 64 workshops for 2024/25 with a total of 464 attendees.  Workshops are delivered online and in-person, and cover a wide range of business issues such as developing a start-up and growth strategy; branding and marketing; and managing finance.
4.2		Provide 60 businesses with financial assistance to support investment.	Quarter 4	Complete	44 grant offers were approved in Quarter 3 to a value of £314,941. A further four grant offers were approved in Quarter 4 to a value of £23,753.  The year-end total is 132 grant offers to a value of £880,605. Grants are between £500 and £25,000, and support investment in a range of productivity enhancements, business growth projects, start-ups and energy efficiency and carbon reduction measures.
4.3		Produce a strategy to attract inward investment from the UK and beyond.  <i>(LGA Corporate Peer Challenge action in response to recommendation 2).</i>	Quarter 4	Complete	The strategy came into operational delivery on 1 April 2025. It outlines an approach to attracting inward investment and is currently active and ongoing.

## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

4.4		Publish and launch Destination Management Plan for South Yorkshire and develop new governance arrangements to support the development of the Local Visitor Economy Partnership. <i>(LGA Corporate Peer Challenge action in response to recommendation 2).</i>	Quarter 2	Complete	The Destination Management Plan was published in July 2024 and launched at an industry event in Magna.  A Rotherham based chair of the interim Advisory Board has been appointed. The Advisory Board meetings have identified key workstreams and resource to be allocated appropriately to delivery.
4.5	<b>Delivering regeneration schemes that bring investment and opportunity, both in Rotherham town centre and in our towns and villages</b>	Opening the hotel, cinema and the first phase of eateries at Forge Island.	Quarter 2	Complete	The Hotel opened in July 2024, and the cinema opened in early September 2024.  The first eatery, Vetro Lounge, opened on the 30 April 2025. The second eatery out of four, Sygnature Dish, will be open Quarter 1 2025/26.  (See case study below).
4.6		Start construction of Riverside Gardens & Corporation Street public realm works.	Quarter 4	Complete	Work started on site at Riverside Gardens on 28 April 2025. Estimated completion date is Quarter 1 2026/27.

## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

4.7		<p>Acting as accountable body, monitor and support partners to deliver projects across Rotherham with funding secured by the Council including:</p> <ul style="list-style-type: none"> <li>• Wentworth Woodhouse</li> <li>• Maltby Skills Academy</li> <li>• Grimm and Co</li> <li>• Gulliver's Skills Academy</li> <li>• Magna.</li> </ul>	Quarter 3	Complete	<p>Maltby, Grimm &amp; Magna projects were complete in Quarter 1 and Quarter 2 2024/25.</p> <p>Wentworth Woodhouse was completed 16 December 2024.</p> <p>Gulliver's Skills Academy was completed in May 2025, following some delays and schools are now visiting the new facilities.</p>
4.8		Progress redevelopment plans for Wath Library and Dinnington High St into detailed design and planning submission.	Quarter 3	Complete	Planning applications for both projects have been submitted. Stage 3 designs are complete for both and were approved by Cabinet in July 2024.
4.9		Complete demolition of 3-7 Corporation Street.	Quarter 3	Complete	Demolition of number 7 began in May 2024 and concluded in June 2024. Numbers 3-5 were concluded in September 2024.
4.10		Complete the demolition of the Guardian Building to facilitate the further works to redevelop the new market and library building.	Quarter 3	Complete	Demolition commenced 21 October 2024 and was completed in Quarter 4.

## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

4.11		Start construction of the Templeborough Business Zone Project.	Quarter 3	Will not be met	Significant delays encountered in relation to contractual arrangements. Likely resolution by August 2025.
4.12	<b>Working with partners and suppliers to create more local jobs, paid at the Real Living Wage or above, and apprenticeships</b>	Agree with Rotherham Together Partnership members an action plan to collectively drive the social value agenda. <i>(LGA Corporate Peer Challenge action in response to recommendation 4).</i>	Quarter 4	Complete	The Social Value Portal has been commissioned to lead this piece of work on behalf of Rotherham Together Partnership.  Following a collaborative piece of work across the Rotherham Together Partnership, the action plan has now been agreed to drive the social value agenda forward.
4.13		Agree with Rotherham Together Partnership members a 12-month plan to increase the number of apprenticeships across the borough, through direct employment opportunities and through contracts. <i>(LGA Corporate Peer Challenge action in response to recommendation 4).</i>	Quarter 4	Known delays	Rotherham Together Partners have committed to work together to increase the numbers of apprenticeships in the borough. Data gathering across partners has been undertaken to determine the numbers of new apprenticeships achieved in the last 12 months. Joint workshops and meeting facilitated by the South Yorkshire Apprenticeship Hub have taken place during the first half of 2025, to explore the opportunities to work together and maximise impact, in addition to developing appropriate actions for the action plan.  A further meeting will take place in July 2025 to decide on the actions to be included in the 2025/26 plan.

## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

4.14	<p>Deliver against key priorities of the Council's Social Value Policy, specifically:</p> <ul style="list-style-type: none"> <li>• Deliver Social Value Annual Conference with a focus on SMEs</li> <li>• Build the capacity of local SMEs through additional tailored support to 160 businesses receiving non-financial support, including one-to-ones and group sessions.</li> </ul> <p><i>(LGA Corporate Peer Challenge action in response to recommendation 4).</i></p>	Quarter 4	Complete	<p>Annual social value event held at New York Stadium on 15 July 2024 with 67 attendees. The event was very well received.</p> <p>Go4Growth have started work with Rotherham businesses, producing two Rotherham - specific courses:</p> <p>Bid writing – accessed 64 times</p> <p>Social Value – accessed 43 times</p> <p>They have also provided 1-2-1 advice and support to ten Rotherham businesses.</p> <p>The Chamber's sector-based events started in September with Chamber Means Business, attended by 400 people.</p> <p>Additionally, 160 businesses have been provided with tailored non-financial support to enhance the capacity of local SMEs.</p>
4.15	<p>Publish for consultation a revised Local Plan Core Strategy Policy to consider social value in major planning decisions.</p> <p><i>(LGA Corporate Peer Challenge action in response to recommendation 4).</i></p>	Quarter 4	Will not be met	<p>Proposed governance revision to the National Planning Policy Framework and the requirement for a new Local Plan, means that there is no longer a need for this consultation.</p>

# 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

4.16	<b>People having opportunities to learn, develop skills and fulfil their potential</b>	<p>Through the new Employment Hub pathway and Employment Solutions Service, support a minimum of 750 people to access employment, (including training, education, apprenticeships, and paid employment).</p> <p><i>(LGA Corporate Peer Challenge action in response to recommendation 4).</i></p>	Quarter 4	Known delays	711 residents have been supported through the Employment Hub during 2024/25. This is below target following challenges delivering the Individual Placement Support Programme which resulted in 56 fewer residents supported through the Individual Placement Support Programme.
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## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

4.17		<p>Utilise the Children’s Capital of Culture programme to support skills development opportunities for young people e.g.:</p> <ul style="list-style-type: none"><li>• Train and mentor at least ten Young Artists in Residence</li><li>• Recruit at least 80 16-to-25-year-olds to work as paid Trainee Young Producers</li></ul> <p>Support at least 200 young people to achieve Bronze and Silver Arts Award and train 24 Rotherham professionals as Arts Award Advisors.</p>	Quarter 4	Complete	<p>To date the programme has:</p> <ul style="list-style-type: none"><li>• Trained and mentored 10 Young Artists in Residence through a range of development grants and paid performance opportunities.</li><li>• Recruited at least 121 16-to-25-year-olds to work as paid Trainee Young Producers.</li><li>• Supported 217 young people to achieve Arts Awards, gaining qualifications equivalent to NVQ levels 1–3, which support their routes into further education, training and employment.</li></ul>
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## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

4.18	<b>Strengthening digital infrastructure and skills which enable access for all</b>	<p>Work with partners to deliver the Digital Inclusion Strategy as per the agreed action plan. This will include rolling out more free sim cards to digitally excluded residents, along with devices and community-based training session (a minimum of 100 sessions during the year).</p> <p><i>(Links to LGA Corporate Peer Challenge action in response to recommendation 6).</i></p>	Quarter 4	Complete	<p>All deliverables of the programme have been completed within the required timescales.</p> <p>Pathways have been established to ensure ongoing access to support for people who may otherwise be at risk of digital exclusion.</p> <p>A stakeholder group invited to be members of South Yorkshire Digital Inclusion Network.</p>
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Expanding Economic Opportunity

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
EC01	Proportion of working age population who are in work (or actively looking for work) in Rotherham	RE - Planning, Regen. & Transp.	Simon Moss	High	Q	77.0%	74.2%	71.3%	69.0%	72.6%	74.4%	Not Available	74.4%	Achieve national average	↑	✗	<p>The data for Economic Activity is taken from the Annual Population Survey. The survey releases data quarterly but usually with a 6 month time lag. The data released is based on surveys conducted with residents over a 12 month period rather than a quarter. The data presented here relates to Jan 2024 - Dec 2024. 74.4% of Rotherham's working age population is economically active. In comparison, Yorkshire &amp; Humber and Great Britain are at 76% and 78.6% respectively.</p> <p>Currently Rotherham is 4.2% below the national average. This is the second consecutive quarter where the gap between the national average and Rotherham's position has reduced. Prior to that the previous 8 quarters saw the gap between Rotherham and the UK widening.</p> <p>The Council is involved in the design of a South Yorkshire wide scheme called Pathways to Work. The pilot scheme has been awarded funding in the recent Budget. The scheme is intended to support around the Economically Inactive into work and is expected to go live in Quarter 1 2025/26.</p>
EC02a	Optimistic about the future: a) Proportion optimistic about the future of Rotherham as a place to live	RE - Planning, Regen. & Transp.	Simon Moss	High	A	57%	51%	56%	Not Available	53%	Not Available	Not Available	53%	>57%	↓	✗	<p>The annual Resident Satisfaction Survey was conducted in August 2024 and 53% of respondents reported feeling 'very optimistic' or 'fairly optimistic' about the future of Rotherham as a place to live, similar to the 54% average across all surveys. People aged 18-24 were the most likely to be optimistic about the future of Rotherham as a place to live (70%) and women were more optimistic than men overall.</p> <p>There is no comparable national data for these questions.</p>
EC02b	Optimistic about the future: b) Proportion optimistic about the future of Rotherham town centre	RE - Planning, Regen. & Transp.	Simon Moss	High	A	24%	27%	27%	Not Available	27%	Not Available	Not Available	27%	>24%	→	✓	<p>The annual Resident Satisfaction Survey was conducted in August 2024 and 27% of respondents felt positive about the future of Rotherham town centre. The figure has remained consistent at 27% for the last three surveys, which is above the average of 23% across all ten surveys. 35% of respondents were not optimistic at all about the town centre. Young people aged 18-24 years were the most optimistic about the future of Rotherham town centre (46% were optimistic), whereas people aged 55-64 were most likely to not be optimistic. There is no comparable national data for these questions.</p>
EC03	Number of new businesses started with help from the Council	RE - Planning, Regen. & Transp.	Simon Moss	High	Q	103	55	83	26	17	19	16	78	60	↓	✓	<p>The total for this measure (the combined Business Centre and Launchpad totals) for this quarter is 16 . The cumulative total for the year is 78 businesses supported, against an annual target of 60 meaning the annual Council Plan Target has been delivered.</p> <p>Occupancy at Century 2 Business Centre has risen to 66% following movements this quarter, including letting one of the lab spaces to a construction materials business. Over the past year Launchpad has dealt with a record number of enquiries, 464 in total.</p>
EC04a	Actions taken in Rotherham to promote progressive and sustainable Economic Development: a) Survival rate of new businesses supported in RiDO Business Centres over the first three trading years	RE - Planning, Regen. & Transp.	Simon Moss	High	A	93%	86%	83%	Not Available	Not Available	Not Available	86.3%	86.3%	81%	↑	✓	<p>The Council Plan target is 81% - the combined survival rate across the last three years for businesses that have been supported is 86%. In particular the survival rate for businesses supported in the last 12 months has increased. Survival rate figures are indicative of trends in the economy, reflecting difficult trading conditions following Covid, but recent figures are showing improvements towards expected levels.</p>
EC04b	Actions taken in Rotherham to promote progressive and sustainable Economic Development: b) Provide advice and support to local businesses to help them recover and grow.	RE - Planning, Regen. & Transp.	Simon Moss	High	Q	136	540	675	185	134	103	100	522	500	↓	✓	<p>The Council Plan Advice and support target for 2024/25 is 500. Quarter 4 2024-25 has seen 100 sessions delivered, 149 less than Quarter 4 2023/24. The total for the year is 522 and is above the annual Council Plan target.</p>

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
EC05	Number of engagements with libraries’ services which help people learn, acquire new skills or get a job	RE - Culture, Sport & Tourism	Polly Hamilton	High	Q	41,577	93,442	117,594	31,621	33,223	28,746	36,601	130,191	100,000	↑	✓	Council Plan target increased for 2024-25. The cumulative figure for year end is 130,191, service have exceeded the target for year by 30,191 DoT is a seasonal comparison with Quarter 3 2023/24 (against the same point in the previous year).
EC06	Proportion of new starter apprenticeships created within the Council as a percentage of the workforce	ACEX - Organisational Development	Vacant - Head of OD and Change	High	Q	0.6%	0.6%	1.1%	0.8%	0.8%	0.8%	0.9%	0.9%	1.5%	↓	✗	Compared to Quarter 4 2023-24 performance is lower and 0.9% of live new starter apprenticeships have been created as a percentage of the workforce. There are currently 48 live new starter apprenticeships. A further 24 are required to hit the target.  Actions being taken include: - Engagement/recruitment of younger employees continuing through better engagement with schools, colleges and universities - Promoting the role of the Council through attending events, and offering more work placements - Launch of a Careers Hub and Rotherham recruitment campaign to better promote apprenticeships and careers - Learning and Development and HR are working jointly to promote apprenticeships to services to assist with succession planning - Further work is taking place with local universities around Council careers and degree apprenticeships - An apprenticeship group has been formed by Rotherham partner representatives to monitor progress, share approaches and work together where possible to create opportunities.
EC07	Number of online customer transactions	FCS - Customer, Info & Digital	Luke Sayers	High	Q	200,200	185,935	189,171	58,925	51,624	53,764	75,069	239,382	185,400	↑	✓	The annual target for the number of online transactions (185,400) has been met; and exceeded by 29%, with the year-end figure being 239,382. During Quarter 4, there was a significant increase in self-serve online transactions. Quarter 4 is generally the busiest quarter for online transactions as it usually includes weather related reports such as gritting, road conditions etc. Quarter 4 also includes the peak for garden waste transactions ( 15,363 ), with demand for other services also high including 2,668 bulky waste collection requests, 2,558 energy crisis support forms and 2,574 Housing online transactions.

## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

### CASE STUDY

#### Employment Solutions – Recruitment and Networking Event

On 21 March 2025, Employment Solutions held the first of two Recruitment and Networking events aimed at helping Rotherham residents connect with employers and training providers from across the region. These events are designed to highlight the various opportunities available and to introduce attendees to the wide range of support accessible to many individuals in the borough.



The support available covers a range of training opportunities, from mainstreams colleges like Rotherham College, part of the RNN Group, and Northern College in Barnsley, to smaller independent providers such as B2W Group and Street League. The training showcased includes courses tailored to various industries, with some providers focusing on specific sectors. For instance, Rotherham Skills Academy offers unemployed residents the chance to obtain their CSCS card and advance to Boot Camp courses, where they will be connected with employers. Street League provides study programs centred around football and sports, allowing participants to gain functional skills qualifications while engaging in sporting activities. Juniper Training, specialising in apprenticeships training, was also present, adding further variety to the support available.



The March event featured a diverse range of employers actively recruiting, with many reporting that they received applications and CVs they would not have otherwise. Employers ranged from care providers seeking experienced carers or young individuals starting their careers, to various departments in the Council showcasing their services.

Some of the services present included:

- Children and Young People's Services – Early Years were publicising their recruitment campaign to encourage more people to get into childcare and offering tailored packages to support this.
- Facilities Management – Aiming to fill several School Crossing Patrol Warden vacancies, as well as cleaning vacancies across the Council.
- Rotherham Council Fostering Services – Showcasing the benefits and opportunities which fostering can bring.

In addition to Council vacancies, the event featured a variety of external employers such as Henry Boot, Next, the Advanced Manufacturing Research Centre, and South Yorkshire Police.

Beyond employment and training opportunities, several specialist support providers were present to help attendees overcome personal barriers to employment. These included YWCA, which supports women and their children with housing, relationships and life skills, and Employment is for Everyone, which offers support to neurodiverse residents, helping them build confidence and advocating on their behalf.

The event was a great success, attracting nearly 400 people. The Employment Solutions team received excellent feedback from both returning and new providers. Feedback received is highlighted below:

#### **Pearson Qualifications (employer)**

*"The job fair was great and really well executed. You did a fantastic job with it all!"*

#### **Portland Training (provider)**

*"Thanks for inviting us to the event it was a great day, and we got a good number of candidates that we are hoping to support with upcoming courses."*



## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

### CASE STUDY

#### Opening of eatery at Forge Island

As part of the Council's £47 million development of Forge Island, Rotherham town centre celebrated the opening of Vetro Lounge in May 2025, joining the Arc Cinema and Travelodge.

Forge Island is quickly turning into a popular destination for food and drink. Vetro Lounge offers a laid-back café-bar atmosphere with a diverse menu that includes both vegan and gluten-free options. Sygnature Dish, a new steak and seafood restaurant, set to open in Summer 2025, is run by local entrepreneurs and promises unique, high-quality meals. There are plans for two more restaurants that will further improve the town centre's offer. These new openings are attracting more visitors to the area and boosting confidence in Rotherham's future.

The opening of the Arc Cinema, the Travelodge hotel, and restaurants, such as Vetro Lounge, have boosted the local economy and increased town centre footfall by 10% in 2024. Alongside this, it has also created a number of jobs in construction, hospitality, and retail.

By offering high-quality leisure options, Forge Island encourages residents to spend locally, retaining economic value within Rotherham. The hotel and riverside enhancements position Rotherham as a destination, attracting visitors and supporting the wider South Yorkshire tourism economy.



## 6.4 THEME 4 – EXPANDING ECONOMIC OPPORTUNITY

Feedback on the new eatery has been overwhelmingly positive in the press and social media:

*“I’m so glad this chain has popped up in Rotherham - I think it’s just what the town centre and Forge Island needed.”*

*“Vetro lounge has such a friendly atmosphere and the perfect place to go after the cinema. It is a great addition to Forge Island, and I will definitely be returning.”*

*“The outdoor seating area is lovely with views of the new footbridge and river; Forge Island and Vetro Lounge is a valuable addition to the town centre.”*

Forge Island marks the beginning of extensive regeneration in Rotherham town centre. A major programme of public sector intervention and investment is underway, including the development of new housing and a residential community, the establishment of new services such as a library and market, and enhancements to green spaces and public areas. As the transformation of the town centre builds confidence, private sector investors are increasingly taking the lead in redevelopment, further contributing to the future growth and diversity of the local economy.





## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

Our vision is to create a clean and welcoming environment across the borough, and in turn secure our natural environment for the next generation.

Outcomes – our ambition	How we will get there
<ul style="list-style-type: none"><li>Increasing satisfaction with the cleanliness of the borough</li><li>Creating better transport systems for future generations</li><li>Reducing the risk and impact of flooding and other environmental emergencies</li><li>Contributing to reducing carbon emissions across the borough.</li></ul>	<ul style="list-style-type: none"><li>Ensure our streets are clean by providing an effective response to fly-tipping and littering, and continually improving our approach to street cleaning</li><li>To continue to invest in our urban green spaces and country parks, maintaining our four Green Flag accredited parks, whilst aiming for additional accreditations</li><li>Complete masterplans for the borough's three country parks, with an ambition to enhance services provided at these parks, whilst improving the appearance, cleanliness and welcome of our green spaces</li><li>Work with regional partners to deliver public transport improvements such as a new Tram-Train stop at Magna, as well as longer term aims including a railway station at Waverley and a new mainline station for Rotherham</li><li>Develop a new Cycling Strategy and invest in new cycleways across Rotherham</li><li>Continue the roll out of public charging points to make electric vehicles a more viable option for residents and visitors</li><li>Deliver flood alleviation projects and work with communities and businesses to develop flood resilience measures in the worst-affected areas</li><li>Deliver a renewable energy generation project by 2025</li><li>Plant a minimum of 500 new trees every year</li><li>Encourage our suppliers to reduce their emissions through implementation of the Council's Social Value Policy</li><li>Support residents to access nationally available insulation grants to improve energy efficiency.</li></ul>

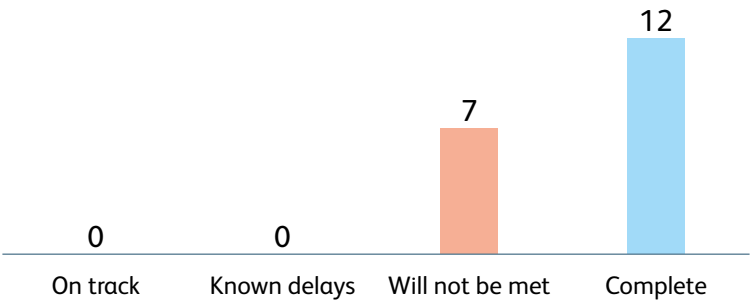
# 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

## HEADLINES – EVIDENCING OUR PROGRESS

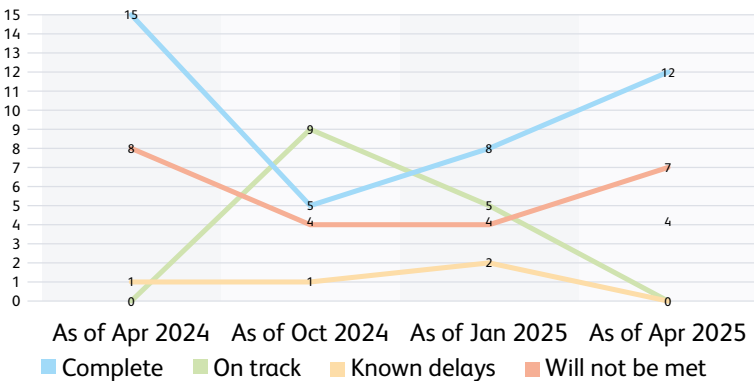
To provide evidence of delivery of the outcomes and commitments within this theme, there are nine headline performance measures and 19 priority actions/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

### YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status



Year Ahead Delivery Plan Action Trend

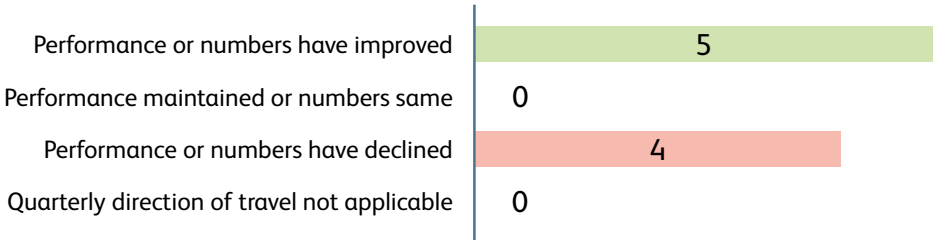


### PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

### NARRATIVE – THE BIGGER PICTURE

This theme aims to create clean and welcoming places across the borough, supporting environmentally friendly activity and initiatives that cut carbon emissions, helping to secure and preserve our natural environment for the next generation. Key areas of progress to deliver on these ambitions are outlined below:

The masterplans at both Rother Valley and Thrybergh Country Parks are progressing but remain behind schedule. Work at Rother Valley Country Park commenced in September 2024, with the car park completed in March 2025. The remaining programme is now expected to be completed by November 2025 due to delays caused by the lack of availability of materials. At Thrybergh Country Park, work on the café is scheduled to begin in July 2025, with completion anticipated in Quarter 3 of 2025/26. Changing Places facilities are in place at both parks, supporting the needs of disabled visitors and providing accessible facilities to public places.

Initiatives to increase the cleanliness of the borough are ongoing, with additional cleansing and litter picking both in and outside of Rotherham Town Centre. Between October 2024 – March 2025, there were 69 effective enforcement actions against fly tipping and 4,537 effective enforcement actions for other environmental crime.

Significant progress is being made on the Rotherham Mainline Station project. The Outline Business Case has been completed and was submitted to the South Yorkshire Mayoral Combined Authority and the Department for Transport in February 2025.

Additionally, major schemes funded through the Transforming Cities programme such as the Link Road and the Park and Ride facility at Parkgate are now complete. The link road opened in December 2024, with the Park and

Ride operational from 16 May 2025. Work on the Magna Tram-Train Stop commenced in March, with completion forecast for Winter 2025/26. However, progress at Waverley Station continues to be delayed due to the Barrow Hill Line cancellation. Further discussion proceeds around delivery, and an Outline Business Case will continue to be developed.

Work is continuing to mitigate the risk and impact of flooding within Rotherham and, while some flood defence and mitigation schemes are ready to progress, some continue to face delays. The Rotherham Renaissance Flood Alleviation Scheme; Parkgate and Rawmarsh Flood Alleviation Scheme; and Culvert Renewal Programme have all reached 'shovel ready' status throughout Quarter 3 and 4 but delays have occurred at Catcliffe pumping station alongside both Whiston Brook and Eels Mires Dike flood alleviation scheme. These delays relate to the allocation of funding, however both Catcliffe pumping station, and the Whiston Brook flood alleviation scheme have been progressed to advanced outline designs. It is estimated that the Eel Mires Dike alleviation scheme will progress to full design in Quarter 2 2025/26.

Finally, as part of the Council's actions to reduce carbon emissions across the borough, a trial of Hydrotreated Vegetable Oil (HVO) across ten vehicles ran for six months from October 2023 to April 2024. Results demonstrated a significant reduction in carbon emissions, estimated to be around 90% compared to diesel emissions. Alongside this, a Heat Decarbonisation Plan (HDP) for the Council's corporate estate has now been developed and all scheduled LED lighting upgrades have been completed. The remaining proposed measure, the Riverside House solar canopy works, is facing delays. This is due to more detail design work needing to be completed, but it is estimated that delivery of these works will begin in Quarter 3 2025/26.

## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

### YEAR AHEAD DELIVERY PLAN TRACKER

A cleaner, greener local environment					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
5.1	<b>Increasing satisfaction with the cleanliness of the borough</b>	Deliver more cleansing in main towns, outside of Rotherham town centre. Including additional litter picking and cleansing activities through an additional day per week of officer time. Each main town will also receive an additional day of mechanical sweeping each week.	Quarter 2	Complete	All revenue investments for the high footfall areas have been completed. Swinton, Maltby, Wath, Dinnington and the Town Centre receive an extra sweep of the high street areas once per week. This has been in place since September 2024.  The 'Love Where You Live' works are also progressing as planned.
5.2		Apply for the Green Flag Award for two urban parks and two country parks. Achieve Natural England Accreditation for three country parks: Rother Valley, Thrybergh and Ulley.	Quarter 1	Complete	Four Parks in Rotherham were awarded Green Flag in 2024. These included Ulley Country Park, Rother Valley Country Park and two of our Urban Parks, Clifton and Greasbrough Park. Additionally, Rother Valley, Thrybergh, and Ulley country parks were awarded a Natural England accreditation.

## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

5.3		Start redevelopment works at Rother Valley and Thrybergh Country Parks, supported by the Levelling-Up Fund.	Quarter 2	Will not be met	<p>Programme is due to be complete by November 2025.</p> <p>Started work at Rother Valley Country Park in September 2024, the car park was completed in March 2025.</p> <p>Work at Thrybergh Country Park café is scheduled to begin in July 2025, with completion envisaged in Quarter 3 2025/26 after a 16-week programme. This will ensure alignment with other capital works (new path around the reservoir, along with the new play facilities).</p> <p>Changing Places facilities are now in place in both parks.</p>
5.4	<b>Creating better transport systems for future generations</b>	Progress the delivery of the Transforming Cities Fund and the Active Travel Fund programmes, including the complete construction of the Sheffield Road Cycleway.	Quarter 2	Complete	Practical completion was achieved in July 2024.
5.5		Complete structural repair of the Rotherham Council funded Centenary Way Viaduct remedial works scheme.	Quarter 4	Complete	<p>Project achieved practical completion on 9 November 2024.</p> <p>Contractors have now left the site, and the bridge is now open to full working order.</p> <p>There remain several post completion tasks including, the Road Safety Audit stage 3, residual sign clearance and continued monitoring of the design performance.</p>

## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

5.6		Complete submission of the Outline Business Case (OBC) for Rotherham Mainline Station.	Quarter 2	Complete	The Outline Business Case document is complete and was submitted to South Yorkshire Mayoral Combined Authority and the Department for Transport in February 2025.
5.7		<p>Work with regional partners, including South Yorkshire Mayoral Combined Authority (SYMCA), Transport for the North and Network Rail to deliver the Council's Transforming Cities Fund (TCF) programme funding public transport improvements.</p> <p>This includes starting the construction of a new Tram-Train stop at Magna and completing the Parkgate Link Road and Park and Ride TCF Scheme.</p> <p>Work with SYMCA to progress the Outline Business Case for the new railway station at Waverley.</p>	Quarter 4	Complete	<p>Work has continued with South Yorkshire Mayoral Combined Authority regarding the development of the Transforming Cities Fund programme, including supporting and aligning the Magna Tram Train project with the wider works in the Templeborough area.</p> <p>The Parkgate Link Road opened in December 2024 and the Park and Ride operational from 16 May 2025.</p> <p>Works on the Magna Tram Train project commenced in March 2025, with completion forecast in the Winter 2025/26.</p> <p>Potential risk is posed to the plans at Waverley Station due to the Barrow Hill Line cancellation. However, the Outline Business Case submission is now forecast for August 2025.</p>

## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

5.8 (a)	<b>Reducing the risk and impact of flooding and other environmental emergencies</b>	Reach 'shovel ready' status across the following flood defence/mitigation schemes: a) Rotherham Renaissance Flood Alleviation Scheme.	Quarter 4	Complete	There are ten individual schemes included in the Rotherham Renaissance Flood Alleviation Scheme. All of the schemes have been progressed to Approval in Principle. Nine of the schemes have been paused until further funding is available for delivery.  The proposed flood alleviation scheme at Kilnhurst, which is one of the ten schemes, will still be progressed to full design in 2025/26 with possible future delivery with identified allocated funding.  One phase will be taken forward in the new Year Ahead Delivery Plan and is forecast to be completed in Quarter 2 2025/26.
5.8 (b)		b) Parkgate & Rawmarsh Flood Alleviation Scheme.	Quarter 4	Complete	Two out of three phases have been paused at Approval in Principle until funding has been sought and allocated for construction.  One phase is being continued through to detailed design and has allocated funding for future delivery.
5.8 (c)		c) Whiston Brook Flood Alleviation Scheme.	Quarter 4	Will not be met	The advanced outline designs (Approval in Principle) are complete for this scheme, and is currently being progressed to full design, which is estimated to be complete in Quarter 2 2025/26.
5.8 (d)		d) Eel Mires Dike Flood Alleviation Scheme.	Quarter 4	Will not be met	This scheme will be taken forward in the new Year Ahead Delivery Plan.  The full design includes the acquisition of land and is forecast to be completed in Quarter 2 2025/26.
5.8 (e)		e) Catcliffe Pumping Station.	Quarter 4	Will not be met	The advanced outline designs (Approval in Principle) are complete for this scheme.  It is anticipated that full designs will be completed in Quarter 1 2025/26 and achieve 'shovel ready' status in Quarter 2 2025/26.

## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

5.8 (f)		f) Culvert Renewal Programme.	Quarter 4	Complete	The designs for the Culvert Replacement Programme are complete and funding is currently being sought for construction.
5.9		Engage with affected communities, following the flooding caused by Storm Babet in October 2023 to provide the outcome of the formal Section 19 investigation.	Quarter 3	Complete	The Section 19 – Storm Babet report was published in August 2024. All residents and businesses affected by flooding received a hand delivered letter detailing the report and three drop-in sessions were delivered in September 2024 to engage with the residents and businesses affected.
5.10 (a)	<b>Contributing to reducing carbon emissions across the borough</b>	Delivery of the Fleet Replacement Plan including: a) Conclude the review and purchasing of vehicles included within the Fleet Replacement Plan, which will reduce carbon emissions by ensuring vehicles meet modern standards as well as providing electric or hybrid vehicles wherever possible.	Quarter 4	Will not be met	Out of 60 planned vehicles, 23 have been awarded and will be delivered by the end of Quarter 3 2024/25.  30 vehicles are still pending specifications. All 135 vehicles will help reduce carbon emissions. Efforts are underway to finalise the remaining business cases and procurement packs by September 2025, causing a slight delay.



## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

5.10 (b)		b) Conclude a trial of HVO (Hydrotreated Vegetable Oil) and consider future roll out to reduce carbon emissions.	Quarter 4	Complete	<p>The trial ran for six months, from October 2023 – April 2024.</p> <p>Results show a significant carbon reduction, estimated to be around 90 % compared to diesel emissions.</p> <p>Use of this fuel type requires an increase in revenue costs; therefore, consideration is needed prior to implementation.</p>
5.11		<p>Develop a Heat Decarbonisation Plan (HDP) and deliver actions to decarbonise the Council's estate, including:</p> <ul style="list-style-type: none"> <li>• Complete Riverside House Solar (PV) canopy works.</li> <li>• Complete LED lighting upgrades and energy conservation measures (insulation, draft sealing etc) to the Civic Theatre, Museum and Town Hall and upgrade Building Energy Management Systems.</li> </ul>	Quarter 4	Will not be met	<p>A Heat Decarbonisation Plan for the Council's corporate estate has now been produced.</p> <p>All programmed LED lighting upgrades have now been completed.</p> <p>Riverside House solar canopy works are currently awaiting a final ground survey but have been delayed due to design work. Work estimated to begin Quarter 3 2025/26.</p>

## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

5.12		Work with local communities to change residents' behaviours to reduce climate change by delivering 10 engagement events across the borough.	Quarter 4	Complete	The Community Energy Officer has delivered 23 community engagement events across the borough.
5.13		Identify suitable site(s) to develop low carbon energy generation plans and complete a feasibility study for the delivery of the sites as part of the Council's commitment to deliver a renewable energy project.	Quarter 4	Will not be met	<p>Following assessments, no council sites are currently considered to be suitable for low carbon energy generation.</p> <p>A wider assessment of land throughout the borough is currently being undertaken.</p> <p>Uncertainty over completion timelines, completion is dependent on the availability and suitability of local land.</p>

A Cleaner, Greener Local Environment

- Outcomes
- Increasing satisfaction with the cleanliness of the borough
  - Creating better transport systems for future generations
  - Reducing the risk and impact of flooding and other environmental emergencies
  - Contributing to reducing carbon emissions across the borough

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
EN01a	Fly tipping and environmental crime: a) Effective enforcement actions; fly-tipping	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	61	45	51	16	18	19	16	69	60	↑	✓	<p>Compared to Quarter 4 2023-24 performance is lower and 0.9% of live new starter apprenticeships have been created as a percentage of the workforce. There are currently AB5248 live new starter apprenticeships. A further 24 are required to hit the target.</p> <p>Actions being taken include:</p> <ul style="list-style-type: none"><li>- Engagement/recruitment of younger employees continuing through better engagement with schools, colleges and universities</li><li>- Promoting the role of the Council through attending events, and offering more work placements</li><li>- Launch of a Careers Hub and Rotherham recruitment campaign to better promote apprenticeships and careers</li><li>- Learning and Development and HR are working jointly to promote apprenticeships to services to assist with succession planning</li><li>- Further work is taking place with local universities around Council careers and degree apprenticeships</li><li>- An apprenticeship group has been formed by Rotherham partner representatives to monitor progress, share approaches and work together where possible to create opportunities.</li></ul>
EN01b	Fly tipping and environmental crime: b) Effective enforcement actions; other environmental crime (cumulative)	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	780	1245	1463	1099	1397	816	1225	4537	1,500	↑	✓	WISE have been extremely proactive since taking over the contract and have had positive interactions with member of the public whilst carrying out their patrols. There has been 1,225 fines issued during Quarter 4, which is a 67% increase when compared with Quarter 3. Year end total of 4,537 against a Council Plan target of 1,500 (3,037 over the target).
EN02	Proportion of waste sent for reuse (recycling and composting)	RE - Comm. Safety & Street Scene	Sam Barstow	High	Q	38.8%	38.5%	41.6%	42.2%	40.8%	33.2%	32.1%	37.1%	45%	↓	✗	<p>Data is a provisional, the finalised recycling rate figures are done 3-months in arrears in order for the service to collate the data/figures.</p> <p>Year-end figure for 2024/25 is 37.1% against a Council Plan target of &gt;45%. Quarter 4 saw a 1.1% decrease when compared against Quarter 3 and 2% less than the same point in 2023/24.</p> <p>The kerbside recycling is lower due to vastly reduced amounts of garden waste and increased residual waste during Quarter 4.</p> <p>NB -This is just % of kerbside waste that is collected for recycling, not overall recycling rates, so is purely driven by what residents put in their bins.</p>
EN03	Number of official complaints relating to: a) street cleaning b) grounds maintenance c) waste management	RE - Comm. Safety & Street Scene	Sam Barstow	Low	Q	a) Street Cleansing 5 b) Grounds Maintenance 17 c) Waste Management 143 Total Complaints= 165	a) Street Cleansing 20 b) Grounds Maintenance 16 c) Waste Management 230 Totals Complaints = 266	192	a) Street Cleansing 1 b) Grounds Maintenance 2 c) Waste Management 60 Total Complaints = 63	a) Street Cleansing 0 b) Grounds Maintenance 4 c) Waste Management 72 Total Complaints = 76	a) Street Cleansing 0 b) Grounds Maintenance 1 c) Waste Management 56 Total Complaints = 57	a) Street Cleansing 2 b) Grounds Maintenance 1 c) Waste Management 58 Total Complaints = 61	a) Street Cleansing 3 b) Grounds Maintenance 8 c) Waste Management 246 Total Complaints = 257	190	↓	✗	Quarter 4 has seen an increase in the number of complaints received when compared to the previous quarter, however remains stable when compared with Quarter 4 2023/24. The majority of complaints received in waste were around repeat missed collections and not returning bins correctly. The service has produced 2 memos to all staff about returning bins and included this in winter training. Coaching documents go to all crews who generate a complaint.

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
EN04a	Overall carbon dioxide emission levels for the Council: a) Operational property portfolio decarbonisation, solar PV and other energy generation, street lighting.	FCS - Property and Facilities	Kevin Fisher (Temporarily transferred from R&E)	Low	A	b. Mains Electricity 1,875.30 c. Natural Gas Heating 1,698.49 d. Streetlighting 1,383.63 f. Onsite Generation 4.09  Total = 4,961.51 %Annual Change = -4.15%	b. Mains Electricity 1,782.05 c. Natural Gas Heating 1,703.36 d. Streetlighting 1,266.74 f. Onsite Generation 0.28  Total = 4,752.43 %Annual Change = -4.21%	Latest data for 2023/24 published Q2 2023/24: b. Mains Electricity 1,782.05 c. Natural Gas Heating 1,703.36 d. Streetlighting 1,266.74 f. Onsite Generation 0.28  Total = 4,752.43 %Annual Change = -4.21%	Not Available	Latest data for 2023/24 published Q2 2024/2025(tCO2e)  b. Mains Electricity 1,947.58 c. Natural Gas Heating 1,675.94 d. Streetlighting 1,355.64 f. Onsite Generation 0.00  Total = 4,979.15 %Annual Change = 4.77%	Not Available	Not Available	4.77%	10% reduction by 2024	↓	✗	The status and DoT are based on the latest data for 2023/24, published Quarter 2 2024/25. An increase in carbon emissions from the Council buildings has been observed throughout 23/24 period. This is due to an increase in the carbon intensity (i.e. the amount of carbon released per unit) of electricity by 7% during this time. This is linked to the use of carbon based fuel to generate electricity at source and delays in the decarbonisation of the grid as well as a slight increased electricity demand across the Council's operational estate following the return to standardised office attendance post COVID-19. There has been a slight downturn in the use of gas during time period driven partly by warmer external temperatures.
EN04b	Overall carbon dioxide emission levels for the Council: b) Corporate fleet, grey fleet, EV charging infrastructure.	FCS - Property and Facilities	Kevin Fisher (Temporarily transferred from R&E)	Low	A	a. Corporate Fleet 2,411.77 e. Grey Fleet 272.92 g. EV Charging 0.56  Total =2,685.25 %Annual Change = 1.59%	a. Corporate Fleet 2,390.29 e. Grey Fleet 381.31 g. EV Charging 0.47  Total = 2,772.07 %Annual Change = 3.23%	Latest data for 2022/23 published Q2 2023/24: a. Corporate Fleet 2,390.29 e. Grey Fleet 381.31 g. EV Charging 0.47  Total = 2,772.07 %Annual Change = 3.23%	Not Available	Latest data for 2023/24 published Q2 2024/25:  a. Corporate Fleet 2298.59 e. Grey Fleet 396.09 g. EV Charging 2.46  Total = 2,772.07 %Annual Change = -2.70%	Not Available	Not Available	-2.70%	10% reduction by 2024	↑	✗	Greenhouse gas emissions from EN04b sources have increased over the last three financial years, driven by increasing business mileage since the end of COVID-19 social distancing restrictions. Data for 2023/24 financial year indicates a decrease of 2.70% . This carbon saving was delivered by a 7-month trial of HVO biodiesel in 10 corporate fleet vehicles. In 2023/24, diesel-fuelled corporate fleet vehicles and mains gas heating comprised 52.6% and 38.4% of greenhouse gas emissions from non-electric sources within scope of Council Plan performance measures, respectively. Heat decarbonisation works have been delayed by issues with the procurement of a low carbon heat network connection at five of the Council's operational sites in the town centre. An initial carbon saving might have been anticipated in 2024/25, however there is now no realistic opportunity to connect to a heat network before 2027. A timelier cut in greenhouse gas emissions may be available from the Council's corporate fleet. A seven-month trial of HVO biodiesel in 10 vehicles has already delivered a carbon saving of ca. 80 tCO2e, in 2023/24. HVO has continued to be used in those vehicles since the trial ended, implying an annualised carbon saving of ca. 137 tCO2e, in 2024/25. Extending deployment of HVO to all the Council's diesel-fuelled, corporate fleet vehicles could cut emissions by up to 2,197 tCO2e per annum: equivalent to a 29% carbon saving, in 2023/24.  The status and DoT are based on the latest data for 2023/24 published Quarter 2 2024/25.
EN05a	Number of trees planted by the Council: a) Number of hectares of land for woodland creation	RE - Culture, Sport & Tourism	Polly Hamilton	High	A	9.4	21	1	0	0	0.5	0.87	1.37	5	↑	✗	Measure description amended for 2024-25 to ensure this is defined as the number of hectares of land given to woodland creation. This does not include urban trees. Planting season begins in Quarter 3.  1.37 hectares of woodland were created in 2024/25. There is difficulty finding suitable land. The original sites identified when the planting started have been delivered and so service are identifying new sites and trying to engage more private landowners. It should also be noted that the Trees Service have created 8,693 metres of new hedgerow in 2024/25 which is an important habitat.
EN05b	Number of trees planted by the Council b) Number of trees	RE - Culture, Sport & Tourism	Polly Hamilton	High	A	22,139	2,397	964	0	0	419	178	597	500	↓	✓	The measure on trees planted and woodland creation has seen a total of 597 trees planted in 2024/25. The annual target for trees is 500 in urban areas. In total across Rotherham and including urban planting, 10,827 trees were planted in 2024/25.
EN06	Proportion of council housing with an Energy Performance Certificate (EPC) rated C and above	ACHPH - Housing	James Clark	High	A	46.48% (Oct'21)	50.9%	53.7%	54.7%	56.9%	57.4%	58.0%	58.0%	50.0%	↑	✓	At Quarter 4 Council housing with an energy performance certificate (EPC) rated C and above was 58% and has therefore met the target. In summary, at year end 2024/25, 11,570 of 19,941 council housing properties were rated C and above.



## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

### CASE STUDY

#### Mainline Station Outline Business Case

The Rotherham Gateway will transform our the town's connectivity, opening up faster and easier links to the whole of the UK. It will put Rotherham firmly on the map, making it a more attractive place to live, work, and invest.

Rotherham Gateway is a major priority in the South Yorkshire Mayoral Combined Authority's Plan for Good Growth and a key mission for the Council, incorporating both rail and Tram Train services and reintroducing mainline trains to Rotherham for the first time since the 1980s.

Located in Rotherham's industrial heartland just north of the town centre at Parkgate, the Gateway will be an anchor for urban regeneration which unlocks local, regional and national benefits for everybody. It will significantly improve local connectivity and town centre access and will complement additional sustainable transport investments planned for Rotherham.

The Gateways location proximity to key housing and employment hubs in Eastwood, proposed Bassingthorpe Farm, and Parkgate Retail Park, as well as the wider South Yorkshire Investment Zone, makes it the ideal choice to drive Rotherham's long-term growth.



## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

This project is at the heart of Rotherham's plans for the wider regeneration of the area, transforming the town into a modern northern economy. The Gateway, which is expected to open in 2031, will drive jobs and investment into the town which will benefit the whole borough as follows:

- Up to 1,000 additional high value jobs in companies close to local residents
- People will enjoy faster journeys across the region and beyond
- £52 million improvement in local economy from new employment prospects
- Rotherham Gateway is close enough to support Rotherham town centre
- 3,000 new homes – Bassingthorpe Farm and surrounding sites will be able to deliver new homes
- Attract talent, boosting business confidence to hire and raising living standards
- The journey to Leeds will be half an hour faster, helping people work and play
- New advanced manufacturing and business space will be unlocked.

Furthermore, the project will support the creation of 8,000 jobs and assist in securing £1.2 billion in private investment across the wider South Yorkshire Investment Zone of Rotherham, Sheffield, Doncaster and Barnsley.

The Outline Business Case document was submitted to South Yorkshire Mayoral Combined Authority and the Department for Transport in February 2025.





## 6.5 THEME 5 – A CLEANER, GREENER LOCAL ENVIRONMENT

### CASE STUDY

#### Parkgate Link Road



The Parkgate link road scheme is a new 800 metre road designed to reduce traffic around the Parkgate Shopping Centre. The road, which runs from Stadium Way and Stonerow Way and ends at a new roundabout junction with Aldwarke Lane opened in December 2024. It provides an alternative access route and has been designed to relieve existing congestion on the A633 around Taylors Lane Roundabout and improve traffic flow and bus journey times.

The £11.5 million scheme is part of a £12.8 million package of investment which has mostly been funded by the South Yorkshire Mayoral Combined Authority (SYMCA), which also includes a new 300-space Park and Ride facility for the Parkgate Tram Train terminus, including electric vehicle bays. Operational since 16 May 2025, people can park their bike or car at the Park and Ride for free and catch the tram to Rotherham town centre, Meadowhall South, Valley Centertainment, Sheffield Arena and Sheffield city centre.

Cllr Chris Read, Leader of Rotherham Council, said: *“We’re delighted that the new link road opened in time for Christmas. I’m sure it’s welcome news for shoppers as they head out over the festive season.”*

*“As well as improving access to the country’s first tram-train, the new access road will provide some welcome relief on the congested local road network. It’s another great example of the investment we’ve secured for the borough.”*



## 6.6 THEME 6 – ONE COUNCIL

As a Council we have an important part to play in addressing the challenges faced and achieving better outcomes for the people of Rotherham. Our vision is to work with communities to deliver responsive and modern services that are easily accessible to all.

Outcomes – our ambition	How we will get there
<ul style="list-style-type: none"><li>• Effective customer services – residents know we mean what we say, are kept informed and can access the services they need in the way that suits them</li><li>• Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers</li><li>• Sound financial management and governance arrangements</li><li>• Effective leadership, working with our partners to achieve better outcomes across the whole borough.</li></ul>	<ul style="list-style-type: none"><li>• Work with services, partners and communities to promote equality, celebrate diversity and ensure fairness for everyone</li><li>• Communicate and engage with residents so that they feel informed about council services and how to access these</li><li>• Work in an efficient, open, transparent and accountable way, in partnership with key stakeholders</li><li>• Work to improve customer satisfaction, including by developing and implementing a new set of customer service standards.</li></ul>



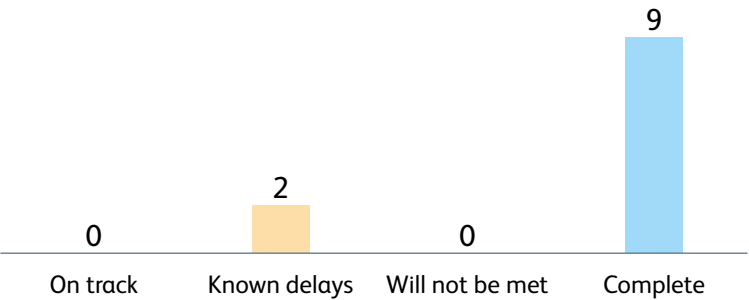
# 6.6 THEME 6 – ONE COUNCIL

## HEADLINES – EVIDENCING OUR PROGRESS

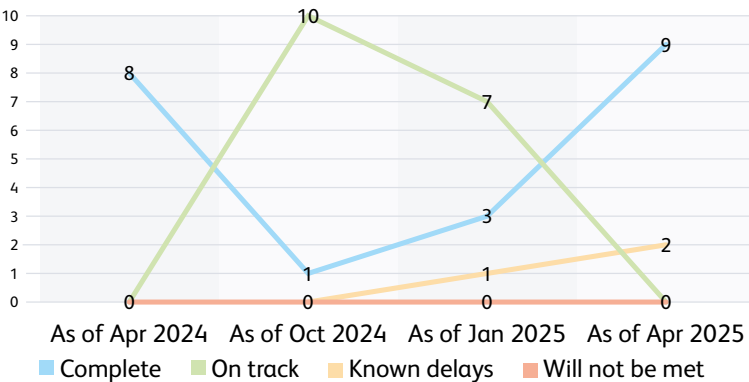
To provide evidence of delivery of the outcomes and commitments within this theme, there are 11 headline performance measures and 11 priority action/ milestones contained within the Year Ahead Plan Delivery Plan. The diagrams below provide an overview of performance and progress.

### YEAR AHEAD ACTIONS AND MILESTONES

Year Ahead Delivery Plan Actions Status

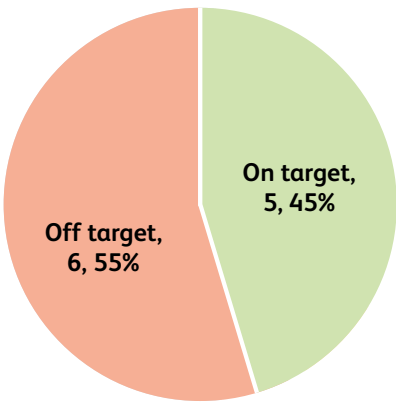


Year Ahead Delivery Plan Action Trend

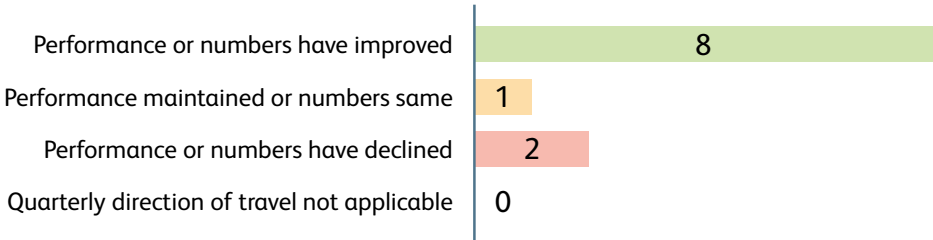


### PERFORMANCE MEASURES

Performance Measures Status



Performance Measures Direction of Travel



## 6.6 THEME 6 – ONE COUNCIL

### NARRATIVE – THE BIGGER PICTURE

The One Council theme is focussed around working with communities to achieve the Council’s vision and deliver responsive and modern services which are accessible to all.

Work continues to enhance the Council’s commitment to deliver effective customer services. The website is being continually reviewed to ensure it is accessible to as many customers as possible and the range of self-serve web forms has been expanded with over 30 additional digital forms created in the final three months of the year alone (see later case study). For customers who wish to access services face to face, the model was reviewed in September 2024 and new signage has been placed in Riverside House and greater emphasis put on meet and greet delivery from staff, to direct customers more quickly to the right person or place. For those customers who wish to make contact by telephone, call wait times in the Corporate Contact Centre have remained well ahead of the target this year. Wait times dropped to an average of two minutes and 47 seconds over the year and the Contact Centre’s ability to answer more calls more quickly has continued to be supported by the call back facility.

The 2024 Resident Satisfaction Survey highlighted that there has been a slight improvement in the proportion of residents who think that the Council acts on the concerns of residents with 52 % of residents currently thinking concerns are acted on, compared to 51 % last year. These figures are well above the national average for all local authorities which currently stands at 47 %. Conversely, the residents who feel that the Council keeps them informed has fallen with only 45 % saying that the Council does this “very well” or “fairly well” compared to 50 % last year.

Performance in responding to complaints within timescales has improved, compared to the previous year with 83 % now being answered in the appropriate timescale as opposed to 82 % in 2023/24. Low performance in quarters one and three of the year have held the overall position back. Performance is short of the Council Plan target by 2 % but is currently improving.

The Council launched a new set of values in June 2024 (as reported in the mid-year update). These values have also been embedded into role profiles, the recruitment process and are embedded in a toolkit for managers as well as the objective-setting conversations for the year ahead. Following the last Employee Opinion Survey, each directorate has created a set of priorities with employees that are now being put into practice.

One of the Council’s key workforce activities is to become an employer of choice and work is continuing to review how the Council attracts, recruits, develops and retains staff from different sections of the community. Improvements continue to be made to employee experience. Each directorate is continuing to implement their action plans and work is ongoing to streamline and improve each stage of the employee lifecycle, with significant improvements made in wellbeing, learning and development, and attraction strategies including apprenticeships and early careers. Progress is being made towards achieving all the targets set around the proportion of its workforce that is made up of disabled employees, employees of ethnic minority groups and young employees. The sickness absence performance measure missed its target but improved over the year. Additional support continues to be provided to managers including absence management clinics and appropriate absence data and information. Managing attendance remains

## 6.6 THEME 6 – ONE COUNCIL

a standing agenda item at Workforce Strategy Board and regular deep dives are undertaken to identify common themes and share best practice.

Work to develop a new Council Plan has now been completed, following a public consultation launched on 5 September 2024 to get residents' views on the Council's priorities. The new Plan covers the period 2025 to 2030 and was approved by Council on 21 May 2025. Alongside this, the revision of the Health and Wellbeing Strategy is progressing, although completion has been slightly delayed due to scheduling challenges.

Meetings of the Strategic Partnership Group are continuing to be facilitated, with these taking place in June and October 2024 and February and April 2025. The Rotherham Together Partnership hosted its biannual showcases in September 2024 at the recently opened Arc Cinema at Forge Island and in April 2025 at Maltby Grammar School.

The Member Development Programme commenced in September 2024 and, as well as bespoke topics, Members are provided with access to development opportunities facilitated by the Local Government Association and other providers. Members have also been provided with access to the Council's E-Learning Portal to further develop knowledge and skills and to support the creation of a personal development portfolio.

In addition, the Member Survey went live on 25 November 2024 until the end of January 2025, providing an opportunity for Members to provide feedback on experiences during the Induction period following the May 2024 all out Elections. 25 out of 59 Members responded and responses were presented to the Member & Democratic Panel on 4 March 2025. Responses will be utilised to aid planning for All Out Elections in May 2028.

## 6.6 THEME 6 – ONE COUNCIL

### YEAR AHEAD DELIVERY PLAN TRACKER

One Council					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
6.1	<b>Effective customer services – residents know we mean what we say, are kept informed and can access the services they need in the way that suits them.</b>	Enhance and improve the Council website to ensure information is accessible, accurate and customer focused and increase the number of services available online. <i>(Links to LGA Corporate Peer Challenge action in response to recommendation 6).</i>	Quarter 4	Complete	Quarter 4 2024/25 saw 75,069 online ‘transactions’ completed between 1 January and 31 March 2025. A range of self-serve web forms expanded – over 30 additional digital forms created.
6.2		Review the face-to-face customer experience at Riverside House to ensure all services are delivered consistently through a new agreed model which can then be used across all Rotherham Council sites in the future. <i>(Links to LGA Corporate Peer Challenge action in response to recommendation 6).</i>	Quarter 4	Complete	During Quarter 4 2024/25, out of date notices, signage, leaflets and posters have been removed, the use of meeting room effectiveness has been reviewed, and more emphasis has been placed on meet and greet delivery from staff to direct customers more quickly to the right person or place.

## 6.6 THEME 6 – ONE COUNCIL

6.3		Make it easier for customers to report and receive feedback on their queries and improve the accessibility of community safety and street scene services. This will include a review of website information, ensuring webforms are provided for each service and continuing to introduce new IT systems.	Quarter 4	Known delays	This project has been delayed due to market feedback and a need to repeat the procurement process. The procurement process closed in mid-May with an update to follow.
6.4	<b>Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers</b>	Re-launch the Council's values to underpin employee working practices.	Quarter 1	Complete	The values were co-produced with staff to ensure that everyone had an opportunity to participate. The engagement opportunities were targeted at staff who take part in the Equality Diversity and Inclusion Staff Networks. The range of engagement approaches such as an online survey, in-person focus groups in schools, depots and council locations meant we reached a more diverse group of employees.

## 6.6 THEME 6 – ONE COUNCIL

6.5		Deliver improvements in response to the Employee Opinion Survey 2023 results. <i>(Links to LGA Corporate Peer Challenge action in response to recommendation 1).</i>	Quarter 4	Complete	Improvements continue to be made to employee experience; Each directorate is continuing to implement their action plans, as well as a full review of the employee lifecycle to identify organisation wide opportunities for improvements. Work is ongoing to streamline and improve each stage of the employee lifecycle, with significant improvements made in wellbeing, learning and development, and attraction strategies including apprenticeships and early careers. Whilst further work is required to launch a robust and meaningful Pulse Survey, the range of employee engagement channels utilised continues to inform progress against priority areas.
6.6		Launch programme to showcase Rotherham Council work experience, supported internships, apprentices and graduate schemes to attract more diverse candidates.	Quarter 3	Complete	Attendance at various careers fairs, spotlight events and school activities with students has taken place to further promote Rotherham Council as an Employer of Choice. The early careers hub was launched in December 2024, showcasing the entry routes into Rotherham Council.

## 6.6 THEME 6 – ONE COUNCIL

6.7		<p>Commission and deliver the first cohort of a learning and development programme that will help embed a strength based-working approach across the Council's workforce and partners:</p> <ul style="list-style-type: none"> <li>• Level 2 – Enhanced Awareness</li> <li>• Level 3 – Practitioner</li> </ul> <p><i>(LGA Corporate Peer Challenge action in response to recommendation 6).</i></p>	Quarter 3	Complete	The first cohort of a learning and development programme to embed a strengths-based working approach across the Council and partners ran from October to December 2024. A total of 119 participants from various services attended, with positive feedback on both training levels.
6.8	<b>Effective leadership, working with our partners to achieve better outcomes across the whole borough</b>	<p>Develop a new Council Plan for 2025, including a Performance Management Framework and Communications Plan to support delivery.</p> <p><i>(LGA Corporate Peer Challenge action in response to recommendations 1 and 13).</i></p>	Quarter 4	Complete	<p>Work to develop a new Council Plan has concluded. A public consultation launched on 5 September 2024 to get residents' views on the Council's priorities. The consultation survey closed on 31 October 2024, and the results have been analysed, for publication alongside the new plan.</p> <p>The new Council Plan was considered by Cabinet in May 2025 and then Council, prior to coming into effect.</p>



## 6.6 THEME 6 – ONE COUNCIL

6.9		<p>Work with partners to promote the Rotherham Plan key successes and achievements, through:</p> <ul style="list-style-type: none"> <li>• Delivery of two newsletters to residents</li> <li>• Facilitation of quarterly Strategic Partnership Group meetings</li> <li>• Delivery of two stakeholder events to promote progress and collaborative working across agencies.</li> </ul> <p><i>(LGA Corporate Peer Challenge action in response to recommendation 2).</i></p>	Quarter 4	Complete	<p>The latest partnership newsletter for residents was finalised and distributed in late 2024. It highlighted the cinema opening and Children’s Capital of Culture, together with information on health and wellbeing and community safety initiatives.</p> <p>Meetings of the Strategic Partnership Group have been held quarterly, with the most recent meetings taking place on the 24 February and 28 April 2025. A showcase event was held at Arc Cinema in September 2024. The final showcase event of 2024/25 was held on 30 April 2025 at Maltby Grammar School Buisiness Hub.</p>
6.10		<p>Refresh of Rotherham’s Health and Wellbeing Strategy for 2025–30.</p> <p><i>(Also links to people are safe, healthy and live well theme).</i></p>	Quarter 4	Known delays	<p>The development session for the Health and Wellbeing strategy has been moved from the original date in January due to availability issues. The organisation of this session has proved to be challenging as it requires attendance from leaders from Rotherham’s health and wellbeing sector.</p>

# 6.6 THEME 6 – ONE COUNCIL

6.11		Implement both the Member Induction and Development Programmes to support new Members and ensure they can conduct both their Community Leadership and Town Hall roles.	Quarter 4	Complete	The Member Development Programme commenced in September 2024 and provides ongoing opportunities for Member Development across a range of topics including the ‘Need to Know’ Sessions e.g. Code of Conduct, Equality, Diversity and Inclusion, CCE/ CSE. Members are also provided with access to development opportunities facilitated by the Local Government Association and other providers. Members have been provided with access to the Council’s E-Learning Portal to further develop knowledge and skills and to support the creation of a personal development portfolio.
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Outcomes

- Effective customer services – residents know we mean what we say, are kept informed and can access the services they need in the way that suits them
  - Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers
- Sound financial management and governance arrangements
  - Effective leadership, working with our partners to achieve better outcomes across the whole borough

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
OC01	Proportion of complaints closed within timescales	ACEX - Policy, Perf & Intell.	Fiona Boden	High	Q	85%	85%	82%	79%	87%	75%	80%	83%	85%	↑	✗	Performance improved in Quarter 4 (80%) in comparison to Quarter 3 (75%) 2024-25 and year to date (83%). This is a slight improvement on 2023-24 (82%). The year-end figure of 83%, is 2% below Council Plan target.  The Corporate Complaints Team continue to target services where there are performance issues to improve the number of complaints responded to in timescales.
OC02a	Satisfaction: a) The proportion of residents who feel that the Council keeps them informed	ACEX - Comms. & Marketing	Alexandra Hanna	High	A	50%	48%	50%	Not Available	45%	Not Available	Not Available	45%	>50%	↓	✗	The annual Resident Satisfaction Survey was conducted in August 2024. 45% of Rotherham respondents said that the Council keeps residents 'very well' or 'fairly well' informed about the services and benefits it provides. This is below the Council Plan target of 50%, lower than the most recent national result (52%) and below the average percentage across all Rotherham surveys (50%). Younger respondents (aged 18-24) and respondents aged 65+ were the cohorts most likely to think that the Council keeps residents well informed.  The next survey will take place around June 2025.
OC02b	b) To what extent do you think that the Council acts on the concerns of local residents	ACEX - ACEX	Alexandra Hanna	High	A	48%	42%	51%	Not Available	52%	Not Available	Not Available	52%	>48%	↑	✓	52% of respondents in Rotherham answered positively when asked about the extent to which the Council acts on the concerns of residents (i.e. 'a great deal' or 'a fair amount'). This is the highest response across all surveys and better than the national result (47%). This is also above the Council Plan target of 48%. Respondents aged 25-34 were most likely to think that the Council acts on the concerns of local residents (60% responded positively) whilst those aged 55-64 were least likely to have this view.  The next survey will take place around June 2025.
OC03	Average customer wait time to corporate contact centre (in minutes)	FCS - Customer, Info & Digital	Luke Sayers	Low	Q	Not available New measure for 22/23	6 mins 8 secs	3 mins 7 secs	3 mins 47 secs	2 mins 29 secs	1 min 25 secs	3 mins 30 secs	2 mins 47 secs	4 (Quarterly target)	↑	✓	The average call wait time target for 2024/25 has been reduced to 4 mins. The target has been achieved in both Quarter 1 (3 mins 30 secs) and Quarter 4 (2 mins 47 secs), meaning that the target has been met throughout the year.  Collectively, the call demand across Quarters 1, 2 and 3 is similar to that of 2023/24. The call back service remains popular, allowing customers to avoid waiting in the queue during particularly busy periods.

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
OC04	Number of council working days lost to sickness per full time equivalent post	ACEX - HR	Lynsey Linton	Low	Q	13.57	12.79	13.30	13.26	12.91	12.56	12.58	12.83	10.30	↑	×	<p>The 10.3 days lost per FTE target is based on benchmarking by the CIPD of public sector organisations with over 5000 employees, reflecting absence levels in similar sized organisations in the public sector.</p> <p>Sickness absence levels have increased in Quarter 4 2024-25 to 12.58, compared to 12.56 in Quarter 3 2024-25. The year-end figure is 12.83 against a Council Plan target of 10.3.</p> <p>Additional support continues to be provided to managers including:</p> <ul style="list-style-type: none"><li>- Absence management clinics in place to advise and upskill managers</li><li>- Absence data and information reports are being shared with senior management to ensure effective oversight</li><li>- Development of Health and Wellbeing intranet pages</li><li>- Transfer of Health and Safety to the HR Service to ensure holistic health, safety and wellbeing intervention and action planning</li><li>- Managing attendance remains a standing agenda item at Workforce Strategy Board and regular deep dives are undertaken to identify common themes and shared practices.</li></ul>
OC05	The proportion of completed annual staff performance development reviews	ACEX - Organisational Development	Vacant - Head of OD and Change	High	Q	78.6%	96.5%	96.3%	0.5%	17.2%	41.7%	99.2%	99.2%	95%	↑	✓	<p>Performance indicates 99.2% of staff have had a My Year Ahead Plan, against an end of year target of 95%. The new My Year Ahead Plan approach to performance and development reviews (PDRs) has been rolled out for 2024/25. The new approach includes a rolling timescale, which means that all employees must have a complete PDR within a 12 month timeframe.</p>
OC06a	Diverse workforce: a) Overall proportion of disabled employees	ACEX - HR	Lynsey Linton	Rep. of borough	Q	9.3%	9.7%	10.2%	10.2%	10.5%	10.5%	10.6%	10.6%	9%	↑	✓	<p>10.6% of the Council's workforce are disabled, against a target of 9%. The Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community.</p> <p>Latest Census benchmarking data to be used for future target setting:</p> <ul style="list-style-type: none"><li>- Disability – these figures relate to the total borough population – 21.1% disabled under the Equalities Act, 78.9% not disabled under the Equalities Act. If the 21.1% is broken down further then 9.8% are limited a lot and 11.3% limited a little.</li></ul>
OC06b	b) Overall proportion of Black, Asian and Minority Ethnic employees	ACEX - HR	Lynsey Linton	Rep. of borough	Q	4.7%	4.5%	4.7%	5.0%	5.2%	5.2%	5.6%	5.6%	6.3%	↑	×	<p>The proportion of black, Asian and minority ethnic employees has increased to 5.6% in Quarter 4 2024-25. The is below the Council Plan target of 6.3%.</p> <p>The Workforce Plan sets out a review of how the Council attracts, recruits, develops, and retains staff from different sections of the community</p> <p>Senior Community Engagement Officer post established, which enhances our engagement with communities.</p> <p>The BME network helps to provide knowledge on how the Council can promote being an inclusive employer, alongside other insights on attracting applicants.</p> <p>A dedicated action plan has been developed in response to maximising the impact of the national local government recruitment campaign which includes key actions to support reflecting our communities.</p> <p>Latest Census benchmarking data to be used for future target setting:</p> <ul style="list-style-type: none"><li>- Ethnicity – these figures relate to the total borough population – under the high-level categories - 91% white and 9% non-white, however if broken down further then the population is 88.3% white/British and 11.7% minority ethnicities (including white minorities e.g. Roma/Irish)</li></ul>

Ref	Key Performance Indicators	LEAD SERVICE	LEAD OFFICER	Good is?	Qtrly or Annual?	2021/22 (Yr End)	2022/23 (Yr End)	2023/24 (Yr End)	2024/25						Direction of travel	Progress against target	Notes
									QTR 1 (Apr-Jun)	QTR 2 (Jul-Sep)	QTR 3 (Oct-Dec)	QTR 4 (Jan-Mar)	Year end	TARGET			
OC06c	c) Proportion of workforce under 25	ACEX - HR	Lynsey Linton	Rep. of borough	Q	4.2%	2.9%	3.4%	3.4%	3.4%	3.0%	3.4%	3.4%	4.6%	→	✗	<p>The proportion of the workforce under 25 at Quarter 4 2024-25 is 3.4%, against a target of 4.6%. This is the same as the year-end figure for 2023-24.</p> <p>Actions being taken include:</p> <ul style="list-style-type: none"><li>-The Workforce Plan outlines the Council's strategies for attracting, recruiting, developing, and retaining staff from diverse community sections.</li><li>-The appointment of a Senior Community Engagement Officer has significantly enhanced engagement with young people across the borough.</li><li>-Efforts are underway to strengthen partnerships with local universities and colleges, actively promoting careers in local government and specifically in Rotherham. Collaborations with 12 secondary schools, 7 colleges, and 3 universities are being developed to create early career pathways.</li><li>- The Children's Capital of Culture initiative has provided over 400 volunteering opportunities and is hosting funded traineeships as part of the programme.</li><li>-Additionally, six new graduates joined in September 2024 under the Impact: Local Government Graduate Programme.</li><li>- The Early careers offer has been refreshed, including work experience opportunities, supported internships, and new starter apprenticeships to better promote careers at the Council to younger people.</li></ul> <p>Work will now focus on identifying where there are opportunities to create better pathways into council roles for younger employees.</p> <p>Latest Census benchmarking data for 2021 to be used for 2024-25 target setting:</p> <ul style="list-style-type: none"><li>- borough population aged 18-24, 19,366 or 7.3% of the overall population.</li></ul>
OC07a	<p>Council tax and business rates collected:</p> <p>a) Proportion of Council Tax collected in the current financial year compared with other Met Councils</p>	FCS - Finance	Rob Mahon	High	Q	97.42%	97.01%	96.92%	27.05%	52.81%	78.97%	96.98%	96.98%	Top Quartile	↑	✓	<p>The final collection performance for 2024/25 was 96.98%, a 0.06% increase on the year-end figure reported for 2023/24 (96.92%).</p> <p>The target of Top Quartile Metropolitan Council was achieved in 2023/24 with Rotherham being 5th best Metropolitan Council.</p>
OC07b	b) Proportion of business rates collected in the current financial year compared with other Met Councils	FCS - Finance	Rob Mahon	High	Q	97.40%	97.10%	96.95%	26.23%	52.06%	76.66%	93.96%	93.96%%	Top Quartile	↓	✗	<p>The final collection performance for 2024/25 of 93.96% , a 2.99% decrease on 2023/24 (96.95%).</p> <p>The target of Top Quartile Metropolitan Council was not achieved in 2023/24 with Rotherham being 19th best Metropolitan Council for Non Domestic Rates collection and it is antcipated we will not achieve top quartle perfromance in 2024/25.</p>

## 6.6 THEME 6 – ONE COUNCIL

### CASE STUDY

#### Early careers hub launch

Our early careers offer has been refreshed and revitalised during 2024/25 to ensure the Council meets its goal of being an Employer of Choice. Promoting careers at the Council to a younger audience is key to ensure we are able to recruit an engaged, diverse and skilled workforce of the future and guarantee the organisation's ongoing success.

A variety of work has taken place around this key priority.

Firstly, the work experience offer has been refreshed, with new processes, policies and guidance for managers rolled out to ensure the placements offered are high quality and impactful for all students. Work experience placements are followed up with an evaluation survey for all parties so



experiences can be reflected on and improved where needed. Work has taken place internally with Directorates to capture all work experience activity which ensures the standard of placements stays consistently high.

Other key activities to refresh work experience included updating the website to offer clear information on work experience placements and how to apply for one. The online form has been refreshed to ensure the process is simple and accessible. Officers from several services are continuing to work together to ensure the quality of information and advice provided online around early careers is high. We have welcomed over 200 students on work experience placements during 2024/25, with over 90% of the students rating their placements as very good or good.

The Council has continued to work with local colleges and education providers to increase the number of supported internships the organisation offers. A supported internship is a structured work-based programme for 16-24 year-olds with special educational needs and disabilities which is designed to equip participants with the confidence and skills for future employment. We have seen eight supported internships take place within the Council in 2024/25.

The impact that supported internships can have is demonstrated by one of our previous supported interns, Idrees.

Idrees originally undertook a supported internship in our Customer Services team for six months in 2023, where he worked in different areas of the team. The structure of the internship and the support from his work-place mentor increased his skills and confidence, empowering him to apply for a Customer Services apprenticeship within the Council. Idrees has now successfully completed his apprenticeship and interviewed for and secured a permanent role within Housing Services, where he is enjoying his work. He was also recognised with the Supported Intern award at the 2024 Rotherham Apprentice of the Year Awards and was highly commended in the Business



## 6.6 THEME 6 – ONE COUNCIL

category of the RNN Apprentice Awards in February 2025. Idrees has since enrolled on another apprenticeship to undertake alongside his current role. Idrees said “My supported internship was a great opportunity that has opened so many doors for me and played a huge part in my success”.

Most work placements requested are for one or two-week blocks. A ‘One Council’ work experience placement was piloted in January 2025, with students experiencing a number of different Council services to illustrate the wide variety of career opportunities within the Council. A further placement also took place in March 2025, with further One Council work experience placements scheduled on an ongoing basis. There are also plans for further development of alternative experience options, such as school students working on community projects as a group, presentation events where several Council services showcase the varied career opportunities available and providing applied project placement opportunities for university students.

Internally, a new careers hub intranet page has been developed and promoted to ensure managers have all the information they need around how they can support the early careers priority and also see the benefits in their services, both in the short and long term. The page includes information around work experience, supported internships, apprenticeships and the local government graduate scheme.

Work has taken place over the last year to strengthen our partnerships and links with local schools, colleges and universities. To promote as an employer of choice, the Council attended over 25 outreach career and employability events between September 2024 to March 2025. This ranged from careers fairs to bespoke events such as mock interviews, professional networking and group focus sessions. As a result of linking in with local universities to promote our recruitment for the local government graduate scheme, Impact, we saw over 70 applications from South Yorkshire universities.



Increasing the number of new starter apprenticeships is a priority, both within the Council and across the Rotherham Together Partnership. A working group has been set up to monitor progress against our target of 500 new apprenticeships within the borough by 2028, and to enable closer collaboration of Rotherham partners to work together on increasing these opportunities. Work is taking place internally to identify where apprenticeships may be able to help with recruitment challenges across the Council.

Work continues on all of the above to develop and improve our approach, which is key to provide as many opportunities as possible for young people locally to develop meaningful careers as well as expanding economic opportunities and supporting the local economy.

## 6.6 THEME 6 – ONE COUNCIL

### CASE STUDY

#### Online Transactions

More and more of us are regularly accessing information and services online. Being able to 'self-serve' gives people greater choice and control and the ability to independently complete tasks at a time that is convenient to them and their lifestyle.

The role of the Customer Services Digital team is to make it as easy as possible for people to find what they need online, so they can complete their task with the minimum amount of effort.



We do this by:

- Creating designs and services that are accessible to as many people as possible. We have designed our website so our customers can view our website 'their way' using a device of their choice; also giving them the ability to change font styles/size and language options so they can access the information and services they need.
- Publishing information that is user friendly with website text that is as simple as possible to understand.
- Expanding the range of things people can do online including booking and paying for services – there are now over 500 web forms that offer online access to a wide range of services.
- Designing our online forms so that we are clear about what we need to know so customers only have to share their information once.
- Providing customers with the ability to upload copies of documents online instead of asking them to send them to us via email or post.
- Offering customers the ability to pin a location on a map so that it's easier for them to report things whilst they're out and about.
- Improving the speed with which our customers find what they need - 'Bailey' our friendly chat bot is always available to help customers find the answers they need.
- Keeping customers informed with automated information updates.



## 6.6 THEME 6 – ONE COUNCIL



Between 1 April 2024 and 31 March 2025, the Council's website was visited 1.5 million times. And there were over 239,000 online transactions completed by our customers including:

- 21,977 garden waste subscriptions
- 9,094 housing repairs/enquiries
- 8,572 Council Tax and Benefits enquiries
- 8,655 bulky waste collection requests
- 6,479 applications for support from the Energy Crisis Support Scheme

In the future we expect the way that people communicate with the Council to change as technology continues to advance. Importantly, regardless of the way a customer chooses to self-serve we want it to be a positive experience. For this reason, we continue to encourage customers to become a volunteer tester, so we design our services in the most customer focused way.



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## Appendix 2

### PART B – Equality Analysis Form

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

This form:

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

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

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

1. Title	
<b>Equality Analysis title:</b> Council Plan and Year Ahead Delivery Plan Progress Update – Final Report for 2024/25.	
<b>Date of Equality Analysis (EA):</b> June 2025	
<b>Directorate:</b> Assistant Chief Executive	<b>Service area:</b> Policy, Performance and Intelligence
<b>Lead Manager:</b> Simon Dennis	<b>Contact:</b> <a href="mailto:simon.dennis@rotherham.gov.uk">simon.dennis@rotherham.gov.uk</a>
<b>Is this a:</b> <input checked="checked" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>  <b>If other, please specify</b>	

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

Name	Organisation	Role (e.g. service user, managers, service specialist)
Simon Dennis	Rotherham Metropolitan Borough Council	Policy, Corporate Improvement and Risk Manager
Michael Holmes	Rotherham Metropolitan Borough Council	Policy and Strategy Officer
Kellie Rodgers	Rotherham Metropolitan Borough Council	Research Officer
Sunday Alonge	Rotherham Metropolitan Borough Council	Policy Officer
Oscar Holden	Rotherham Metropolitan Borough Council	Corporate Improvement Officer
Chloe Harrop	Rotherham Metropolitan Borough Council	Corporate Improvement Officer

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

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

The Council Plan is a key document which sets out the Council's vision for the borough and priorities for serving residents and communities. This plan provides the medium-term basis for targeting resources, informing the budget-setting process and planning cycles, and ensuring that residents can hold the Council to account for delivery. The plan ran until the end of March 2025.

The Year Ahead Delivery Plan sits alongside the Council Plan. To ensure delivery of the Council Plan, the annual Year Ahead Delivery Plan also ran up until March 2025 following a review the Plan for 2024-25 was agreed by Cabinet in July 2024. This is the second and final progress report to Cabinet for the 2024-25 financial year.

The report focuses on progress made in delivering the 100 priority actions/milestones contained within the Year Ahead Delivery Plan and the 68 headline performance measures that best demonstrate progress in achieving the 26 key outcomes. It also brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate our impact.

Through directorate and service-level business plans the Council carries out wider work to measure performance and quality. This report is intended to provide an overview of the contribution that the Council makes across all its activities to improving Rotherham as a place to live, work and spend time.

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

A mix of contextual equalities information, such as the census, and consultation on the Council Plan is provided here.

**Population**

- Population estimates indicate that the borough is becoming increasingly diverse through international migration, mainly from other EU countries. Based on the 2021 census, the proportion of residents from ethnic minority communities increased from 8.1% in 2011 to 11.7% in 2021. The Pakistani community is the second largest ethnic group in Rotherham after White British, with 3.8% of residents in 2021 and 6.3% of school pupils in 2023.
- Rotherham's ethnic minority population is very concentrated in the inner areas of the town (in Boston Castle/Rotherham East and Rotherham West wards 63.3% of residents are from ethnic minority communities) whilst the outer areas were 95.3% White British in 2021. 42% of residents from ethnic minorities live in areas that are amongst the 10% most deprived in the country and for some groups the figure is higher. This compares with the Borough average of 19.5%.
- The population is ageing; Rotherham has 52,228 people aged 65 years or over or 19.6% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.

### **Economy**

- Rotherham has a polarised geography of deprivation and affluence, with the most deprived communities concentrated in the central area, whilst the most affluent areas are to the south, although the overall pattern is complex.
- Rotherham is one of the 20% most deprived areas in England with 11,128 children living in "absolute poverty" 2021/22 (provisional figures).
- The inequality in the pay gap between men and women is substantial. According to the 2023 ONS Annual Survey of Hours and Earnings, full-time male workers in Rotherham earn £8,881 more than full-time female workers, on average (median gross annual full time pay). This means women's pay in Rotherham is only 75% of men's pay, compared with 85% nationally.
- In the consultation for the Council Plan conducted in 2021, 45% of respondents stated there were not enough job opportunities in their area, as opposed to 19% who stated there were enough. Those with no disabilities were more likely to state there were enough job opportunities in their area (21%) than those with disabilities (15%), with female respondents more likely to be unsure about the opportunities (37%), than men (32%).

### **Health and wellbeing**

- According to the Census, Rotherham had 56,177 people with a limiting long-term health problem or disability in 2021, with 9.8% saying this limits their activity a lot, compared with the average of 7.3% in England. Although there have been health improvements, health inequalities remain.
- Health inequalities are also significant, both between the borough and the national average and between the most and least deprived communities in Rotherham. In addition to these factors, the COVID-19 pandemic exacerbated existing inequalities, with the most disadvantaged communities being impacted the most.
- In the Council Plan consultation conducted in 2021, in response to the question on what would have the biggest positive impact on wellbeing and quality of life, men (30%) and those without a disability (27%) were more likely to state environmental improvements (23% overall), while more women and those with a disability stated 'More things to do in the community' (16% women, 22% with disability, 13% overall). Male respondents (14%) and those with a disability (12%) were also more likely to state 'improved working conditions' as factors (8% overall).

### **Neighbourhoods**

- In the survey consultation on the Council Plan in 2021, men were more likely to say they used parks daily (46%) than women (28%), while women were more likely to never use parks at all (7%), than men (1.2%).

- With regards to crime and community safety, tackling anti-social behaviour (79%), tackling crime such as car crime (67%), and protecting vulnerable older people (62%) emerged as respondents' top priorities, over preventing harassment and violence against women and girls (42%), and preventing hate crime (includes disability/ racial/ religious/ homophobic/ transphobic crimes) (35%) – which might partly be due to the age profile and the overrepresentation of older age groups, as well as the underrepresentation of religious and ethnic minorities.

The statistics above have been updated to reflect the 2021 Census data.

### Resident Satisfaction Survey

The Council Plan includes eight performance measures from the Resident Satisfaction Survey. The 2024 results are set out below:

- **Satisfaction with Local Area as a Place to Live** – 75% of respondents reported feeling 'very satisfied' or 'fairly satisfied' with their local area as a place to live. This is the same as the national average (75%).
- **Satisfaction with Rotherham as a Place to Live** – 66% of respondents said that, overall, they were 'very' or 'fairly' satisfied. This was above the average across all the previous surveys (61.5%), although there has been considerable fluctuation between waves. Respondents aged 18-24 were most likely to feel satisfied with Rotherham as a place to live, with 74% satisfied. Respondents aged 25-34 had the lowest level of satisfaction with Rotherham as a place to live, with only 52% satisfied. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 45-54.
- **Feelings of Safety** – 85% of respondents in Rotherham said they felt 'very safe' or 'fairly safe' during the day when outside in their local area (lower than the figures observed nationally at 91%). Feelings of safety in the local area after dark were (57%) compared to the national average (71%). There was a significant gender difference in feelings of safety after dark – 62% of men but only 54% of women said they felt 'very safe' or 'fairly safe'.
- **Feelings of Optimism** – 53% of respondents reported feeling 'very optimistic' or 'fairly optimistic' about the future of Rotherham as a place to live, slightly below the 54% average across all surveys. Younger respondents (aged 18-24) were the most likely to be optimistic about the future of Rotherham as a place to live (70%) and women are more optimistic than men overall. Fewer respondents felt optimistic about the future of Rotherham Town Centre either 'very optimistic' or 'fairly optimistic'. 35% of respondents were not optimistic at all about the town centre. The cohort most optimistic about the future of Rotherham town centre were young people aged 18-24 (46%), whereas people aged 55-64 were most likely to not be optimistic.
- **Keeping Residents Informed** – 45% of Rotherham respondents said that the Council keeps residents 'very well' or 'fairly well' informed about the services and benefits it provides. This is below the most recent national result (52%) and below the average percentage across all Rotherham surveys (50%). Younger respondents (aged 18-24) and older respondents (65+) were the cohorts most likely to think that the Council keeps residents well informed. It should be noted that this measure covers not only corporate communications but could also refer to face to face or any other types of council touchpoint that the customer experiences.
- **Responsiveness of Rotherham MBC** – 52% of respondents in Rotherham answered positively when asked about the extent to which RMBC acts on the concerns of residents (i.e. 'a great deal' or 'a fair amount'). This is the highest response across all surveys and similar than the national average (47%). Respondents aged 25-34 were most likely to think that the Council acts on the concerns of local residents (60% responded positively) whilst those aged 55-64 were least likely to have this view.
- **Provisions of Values for Money** – 38% of Rotherham residents agreed that the Council provides value for money, an increase from the previous year (36%). This is the same



percentage as the national figures (38%) and the first time that Rotherham and national data has aligned on this measure.

### **Council Plan data**

The Council Plan includes three performance measures which aim to create a diverse workforce and Quarter 4 data for 2024/25 in the report states:

- Overall proportion of disabled employees – 10.6% against a year-end target of 9%
- Overall proportion of Black, Asian and Minority Ethnic employees – 5.6% against a year-end target of 6.3%
- Proportion of the workforce under 25 – 3.4% against a year-end target of 4.6%.

The targets are designed to drive the Council towards having a workforce that better reflects the diversity of the borough. The Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community.

### **Year Ahead Delivery Plan**

When the Year Ahead Delivery Plan undergoes its annual refresh, services are expected to set out the action to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for the delivery of each individual milestone. These actions are reviewed as part of the milestone setting process and progress captured as part of the reporting process.

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

Promoting equality, celebrating diversity, and ensuring fairness for everyone runs throughout all the themes in the Council Plan and Year Ahead Delivery Plan and updates are now obtained from directorates in relation to actions being taken to consider equality, diversity, and inclusion (EDI) for each of the Year Ahead Deliver Plan actions. EDI has also been built into the case study templates for officers to obtain specific examples.

However, some updates are still lacking detail with regards to actions/activities to gain a better understanding of communities and the equality data being collected and used to better inform activities, along with gaps. It therefore remains unclear, for some areas, how outcomes for different communities and protected characteristic groups are being improved.

Details of how equality, diversity and inclusion actions are being monitored through the Council Plan/Year Ahead Delivery Plan was shared with the Equality Peer Review Team in December 2024 to help identify any further areas for consideration/improvement with findings due to be shared in June.

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

Progress updates on the Council Plan Year Ahead Delivery Plan are produced on a quarterly basis (twice internally and twice publicly in January and July). Public updates are reviewed by Cabinet and Scrutiny and are available online. The update reports to Cabinet and Scrutiny include progress in relation to actions within the Year Ahead Delivery Plan, as well as performance relating to a suite of key performance measures and case studies.

As part of this monitoring process, services are required to specially set out progress on the delivery of equalities, diversity and inclusion outcomes for each individual action in the Year Ahead

Delivery Plan. These updates are reviewed and challenged as part of the monitoring process. They are reported as part of the internal monitoring and are also used to inform the public monitoring reports.

In addition, as the Year Ahead Delivery Plan activities are implemented, services are required to complete an equality screening and/or analysis to ensure due regard has been given and that there is an understanding of the effects of a strategy, policy, service or function on those from a protected characteristic group, where this is applicable to do so.

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

To help inform the priorities and actions in the Council Plan, various consultation exercises took place between August and September 2021. There were over 1,300 interactions across all engagement methods. The consultation was part of an ongoing dialogue between the Council and members of the public.

Customers are consulted and engaged in different ways by services when delivering the Year Ahead Delivery Plan activities.

The performance measures monitored include resident satisfaction and a resident satisfaction survey is conducted annually. In July and August 2024, a statistically representative random sample of 500 Rotherham residents (aged 18 or over) was polled mainly by landline telephone using quotas set by age and gender. The data was further weighted to reflect the age, gender, and social grade profile of Rotherham. This ensures that the sample is as representative of adults in the borough as possible as there is often a bias in the profile of people who respond to any survey. See results from 2024 survey above.

Some performance measures are also based on customer perceptions in relation to the quality of the service received.

To help guide the priorities and actions in the new Council Plan 2025, various consultation exercises took place between September and November 2024. Engagement has been made with residents through a variety of ways including online and postal surveys, focus groups and short interaction exercises to inform the Council and its partners' priorities over the next few years. The results have been analysed and the findings were presented to Council, alongside the new Council Plan in May 2025.

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

Engagement with staff was undertaken through directorates with regards to the progress made on actions/milestones that applied to them and identifying actions for the new Year Ahead Delivery Plan for 2024-25. Staff also provided performance data and contributed to the gathering of case studies used in this report.

Throughout the development of the report, Cabinet Members are briefed.

	<p>Furthermore, the headlines are shared with the Assistant Director Group and Strategic Leadership Teams.</p> <p>Wider Leadership events and staff briefing sessions also include highlights in relation to the process being made.</p> <p>Staff at all levels were consulted as part of the consultation process for the new Council Plan for 2025.</p>
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#### 4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

##### How does the Policy/Service meet the needs of different communities and groups?

(Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Equalities is cross cutting throughout the Council Plan and Year Ahead Delivery Plan. Of the five guiding principles, two in particular aim to meet residents' and communities' differentiated needs:

- Expanding opportunities for all
- Working with our communities

Expanding opportunities encompasses the Council's priority to tackle inequality, striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. To complement this approach, 'working with our communities' ensures that to achieve the best outcomes for local people, local residents are involved in the things that matter to them and services are designed based on input from those who use them. This will enable service users to take an active role in improving access to services, highlighting any barriers for those sharing protected characteristics in designs and services, making sure that specific needs are met.

There is also an outcome focussed on addressing inequalities and leaving no one behind within the 'people are safe, healthy and live well' theme. This will involve providing support to our communities at a level that is proportionate to the degree of need – taking a universal approach where appropriate whilst also providing targeted support to those who most need it.

Furthermore, the underlying 'One Council' theme encompasses two specific areas, which ensure different needs are met:

- All customers at the heart of everything we do
- Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers.

The Council's commitment to place all customers at the heart of service delivery includes a strengthened approach to equalities and inclusivity. This will involve working with services and partners to promote equality, celebrate diversity and ensure fairness for everyone. The commitment to an engaged, diverse and skilled workforce is expected to improve the council's response to diverse customer needs, by bringing a more differentiated understanding of equality and diversity considerations and barriers.

The six-monthly progress reports capture progress in relation to all activities within the Year Ahead Delivery Plan and a suite of key performance measures.

Within the **five themes of the Council Plan**, a series of universal offers are aimed at all of Rotherham's residents, while several actions are specifically aimed at tackling inequalities and issues of access. The following expands both on the universal and the targeted offers within each theme.

### **Every neighbourhood thriving**

Activities in this area are aimed at meeting the needs of all residents and ensure they benefit from thriving neighbourhoods. The priorities of making neighbourhoods welcoming and safe, local people having access to libraries, cultural activities, parks and green spaces, improved local town and village centres, reducing crime and anti-social behaviour and improving street safety are for the benefit of all residents regardless of protected characteristics. Residents, organisations and businesses are encouraged and enabled to use their skills and resources to help others.

Individual services, such as parks, libraries, cultural offers and neighbourhood working will each undertake an equality analysis, where required to do so, to identify gaps, making sure that any physical, cultural, language or other access barriers are identified, and all residents have offers meeting their needs.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- 25 Ward Plans produced and published - Borough-wide and local VCS organisations and groups representing communities with protected characteristics were invited to inform the setting of the ward priorities. Census data and other equalities data was also used to inform the priorities. Details as to how we will continue to engage with communities with protected characteristics are included in the ward plans.
- New pedestrian crossings have been designed and implemented at Cortonwood and Swallownest which has improved accessibility for pedestrians in both areas.
- A number of cultural events have been held in various locations across the Borough. All events consider equalities including translation services and BSL for entertainment activities. Other examples include ensuring that artists and performers appropriately reflect the demographics for each event and provision at all events for disabled visitors.
- Rotherham Show in September 2024 continued to be hugely popular free event for everyone to enjoy, attracting approximately 45,000 visitors. This year, there was a sensory area to provide a calming space for neurodiverse and disabled adults and children and mobility access was improved, with a number of mobility scooters available. The show received a 95% satisfaction rating from survey respondents. A commissioned survey from QA also showed that families were the biggest audience, and visitors were made up of 77% Rotherham residents, with 21% coming from other surrounding South Yorkshire postcodes. The ethnic group split of visitors this year was 88% White British, 6% Asian or Asian British, 3% Black British and 3% Mixed heritage, which is a large shift from last year's audience being 91% White British.
- A full review of Public Spaces Protection Orders (PSPO) has been completed to ensure that plans in place are robust and drive enforcement of proposed conditions. Two new three-year orders commenced in January 2025, which will ensure the safety of local areas for residents.
- Changing Places Facilities are now in place in Clifton Park Museum, Gulliver's Valley Resort, Wentworth Woodhouse, Grimm & Co, Rotherham United Football Ground, Rother Valley Country Park, and Thrybergh Country Park. The introduction of these amenities helps to support the needs of disabled visitors and provide accessible facilities to public places.
- A new Community Safety Strategy for 2025-30 has been developed and approved as of February 2025 to improve the security of the Rotherham population in a coherent and accountable manner. Borough-wide and local VCS organisations and groups representing

communities with protected characteristics were invited to contribute to the priorities. Additionally, the Community Safety team attended a wide range of events and consulted with a range of VCS representatives who work with diverse client cohorts.

- Several of the remaining schemes through the Towns and Villages Fund programme have been completed ensuring that improvements are made to the local high street to improve accessibility and connectivity for residents.
- The Our Places programme has developed and delivered schemes to improve gateways into principal towns and villages to improve resident accessibility across the borough.

### **People are safe, healthy and live well**

Actions in this area are aimed at protecting everyone's physical and mental health, while focusing on the most vulnerable.

Within the priority for people to feel empowered, safe and live independently for as long as possible, actions focus on people with learning disabilities and their careers, independent living and adult social care ensure that the needs of these vulnerable groups are prioritised. Notably, in this area, a range of engagement and co-production exercises have been undertaken, with a range of diverse communities, to ensure that their views are considered in service design and delivery and their needs are met. This is central to improving accessibility and enabling inclusive services.

More generally, ongoing monitoring and improvement of services contributing to this theme is key, as the most vulnerable often face the most barriers. Monitoring should identify and address gaps in provision, and in particular ensure that individuals sharing several protected characteristics, and thus potentially facing multiple barriers, can access the support they need.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- An impact assessment of the mental health services redesign was completed in October 2024 to recognise ongoing opportunities to improve mental health services. The crisis specification ensures that all mental health agencies understand their responsibility to support residents of all protected characteristics. The Mental Health enablement service is also now operational and is designed to enable adults with mental ill health to maximise their independence and connect to their community to ensure longer-term resilience.
- Launched in April 2024, the new Learning Disability Strategy ensures that people with learning disabilities have access to the right support at the right time. The strategy is available in a range of formats to ensure it is fully accessible.
- Construction and groundwork have now commenced on Castle View Day Service, which will provide a purpose-built centre that will deliver service provision and day opportunities to meet the needs for people with high support needs.
- 17 additional homes have been added to the Council's temporary accommodation portfolio via the Councils Housing delivery Programme to meet demand and reduce hotel usage. These homes meet the short-term needs of a diverse range of households, and actively promotes inclusion by providing suitable temporary accommodation for individuals with protected characteristics.
- New Council housing is needs led. The latest scheme designs include specialised wheelchair user dwellings and other accessible homes on the sites, which have been designed for old people and those with health conditions and disabilities.
- Started the groundwork on new assisted living accommodation in Canklow alongside Castle View, a purpose-built day centre for people with high support needs. This will allow for facilities that more effectively meet people's needs and support people to lead independent lives.
- The Council Tax Support Top Up scheme provided up to £121.96 to working households receiving council tax support and the Energy Crisis Scheme offered up to £250 to

households that are struggling to meet the cost of their energy bill. Customers can access both in a variety of ways and are supported when applying.

### **Every child able to fulfil their potential**

Actions under this theme are aimed at children having the best start in life, children and young people being safe from harm, feeling empowered to succeed and achieve their aspirations, whilst also having fun things to do and safe places to go.

Activities aim to address educational inequalities through collaborative working with schools and partners, so all children are ready to attend school and learn and are able to engage in future education, training, and employment. This will give all young people the opportunity to fulfil their potential, regardless of ability.

Some actions specifically target support to those who are disadvantaged, vulnerable or have disabilities. Specific actions to open new in-house residential children's homes will enable looked after children to access the best local placements whilst other specific actions aim to improve opportunities and outcomes for children and young people with Special Educational Needs and Disabilities (SEND), so they can get the best start in life. Activities for young people to have things to do and safe places to go have also been designed so that accessibility is ensured as much as possible.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- 90% of families have now registered to the Family Hub Programme. It offers face-to-face services in which families can go to for help and support, alongside digital offers in a number of alternative languages. VCS organisations form part of the wider Family Hubs network, to increase opportunities for families to engage with and be supported by Family Hubs. Rotherham Ethnic Minority Alliance (REMA), and Clifton Learning Partnership (CLP) are two organisations who are part of the network, working within our most diverse communities and supporting the delivery of the programme, its values, and principles.
- Enhancement of support sessions for under 5's has been delivered through Rotherham's Statutory Children's Centres. The delivery of activity seeks to better engage harder to reach communities, as well as celebrating a broad range of religious festivals.
- New in-house residential children's homes are being developed and opened, enabling looked-after children to remain in the borough where appropriate and remain safe from harm. Ofsted registration for the fourth two-bedroom home was submitted in March 2025.
- Resource Provisions have been registered or approved to provide additional school places for children with special educational needs. This has increased the amount of local education places for young people with SEND.
- The Independent Travel Training scheme has been developed for children and young people in receipt of home to school transport due to a special educational need. This training is bespoke and seeks to promote independence skills. As of year-end, 31 children and young people had successfully completed the training.
- Children's Capital of Culture (CCoC) has been co-designed and launched with children and young people from all communities to ensure that it offers opportunities for all children and young people in Rotherham. Promotion has been particularly targeted at local SEND educational settings and across SEND groups and networks. The CCoC events programme specifically celebrates, represents, and meets the need of gender diverse communities, for example WOW Rotherham.
- Work has now started at the new Water Splash facility at Clifton Park, after consultation with families of children with SEND was completed during Summer 2024. Inclusive and interactive play has been built into the design of the facility.

- The Baby Packs have now been commissioned, set-up and rolled out across the borough to support families with essential items and child development.
- Engagement has taken place through the Enterprise Adviser Network Project with all 27 Rotherham secondary schools and colleges, in the South Yorkshire Careers Hub to assist them enhance their careers provision, improve interactions with local employers and achieve at least 6 of the Gatsby benchmarks, designed to align young people with opportunities.

### **Expanding economic opportunity**

Aims for this theme include growing the economy to provide decent jobs and chances to progress; rejuvenating places through regeneration schemes across the borough; giving people the chance to learn, develop skills and fulfil their potential; working with partners and suppliers to create more local jobs paid at the living wage or above and more apprenticeships; and increasing digital access through infrastructure enhancements and skills development.

Contributing to these aims are projects supporting residents to gain skills and enhance their employment prospects, a range of regeneration programmes across the borough, action around social value and local labour policies, and the development of a digital inclusion strategy.

Equality analysis and monitoring will be carried out where appropriate to ensure vulnerable residents sharing protected characteristics benefit from this support. Given the gender pay gap in Rotherham is substantial and above the national average, activities in this area will need to be monitored closely to ensure they do not widen the gap.

Activity that links to improving equality, diversity and inclusion outcomes includes:

- Redevelopment projects by many of the Council's partners have now been complete. These projects work to improve access to leisure and cultural assets for a range of diverse users while also improving skills within the local community. The redevelopment of Maltby grammar school to create a new business and community hub aims to support students, through a range of specialist staff and inclusive teaching, to fulfil their potential. Improvements to the visitor attractions at Magna have been completed, extending the targeted age range to include better learning provisions for under 5's. An increase in education staffing has allowed for the delivery of additional sessions specifically aimed at SEND support and home educator groups. The redevelopment project has enabled Grimm to purchase and transform a disused church into a new home for the children's literacy charity. The charity has installed a multitude of accessible features to ensure that the needs of disabled children and adults are met. Alongside this, Gulliver's Skills Academy is due to be completed in the Summer. This will help to widen career aspirations for children and young people across the borough.
- Key priorities of the Council's Social Value Policy have been delivered through a range of events and specific courses to support businesses to grow with the public sector. This increases diversity in the supply chain ensuring that every business has accessibility to public procurement opportunities. Networks and links with VCS have been used to ensure marketing reaches the businesses located in the most deprived areas.
- A range of initiatives are supporting residents to improve their skills and enhance their employment prospects, including the new Employment Hub pathway and Employment Solutions Service which help unemployed people into work or training. The Employment hub also supports those in structured recovery from addiction and those with neuro-diverse conditions to access employment or training. 711 residents have been supported via the Employment Hub during 2024/25.
- The Council is actively promoting the living wage accreditation.

- The Children's Capital of Culture programme has been utilised to support skills development opportunities for young people. For example, it has emphasised recruitment of 16–25-year-olds to work as paid Trainee Young Producers.
- Regeneration project designs are developed in consultation with Rotherham residents and construction of new buildings and facilities includes consideration of accessibility. For example, as a result of the Council's growing relationship with Rotherham Sight and Sound, dedicated tours were held prior to opening of Forge Island to ensure users of the town centre with visual and hearing difficulties could become familiar with the new amenity.
- A Digital Inclusion Strategy has been delivered and includes the rollout of free sim cards to digitally excluded residents, along with devices and community-based training session which will benefit residents in terms of communication opportunities and community involvement. Pathways have been established to ensure ongoing access to support for people who may otherwise be at risk of digital exclusion.

### **A cleaner, greener local environment**

The priorities of making neighbourhoods cleaner and greener are for the benefit of all residents regardless of protected characteristics.

This theme encompasses reductions in carbon emissions, working towards net zero targets, better transport systems for future generations, reduced risks of flooding and other environmental emergencies. There are no immediate equality implications in this area, although any direct impacts on residents, such as through actions in housing, transport and in work with community organisations, will be monitored.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Work has commenced at Rother Valley Country Park and is scheduled to commence at Thrybergh Country Park in July 2025/26. Disabled carparking spaces will be available, sheltered outdoor seating and tables will accommodate the needs of those who are immune-suppressed and new landscaping down to the water's edge will be accessible to those with prams, people in wheelchairs and mobility scooter-users. At Rother Valley Country Park, there will be level access to the landscaped areas surrounding the café to ensure accessibility alongside two accessible toilets on the ground floor and another within the event space. Changing Places facilities are in place at both Country Parks, supporting the needs of disabled visitors and providing accessible facilities to public places.
- The Outline Business Case for Rotherham Mainline Station has been completed and submitted. This will provide the potential to enhance economic growth, sustainability and community well-being, while also creating vibrant public spaces that enhance quality of life for residents in the borough.
- The delivery of bus, tram, and cycle improvements, such as the Sheffield Road Cycleway, aim to connect communities and provide an alternative mode of transport. The work will help to tackle transport poverty and support healthy lifestyles for a wide range of people.
- Delivery of the Council's Transforming Cities Fund programme with regional partners is progressing. Work at the Magna Tram-Train stop has commenced with completion expected in Winter 2025/26. The Parkgate Link Road opened in December 2024, and the Park and Ride at Parkgate became operational in May 2025. These transport initiatives address the needs of various communities, promoting equal access and an inclusive transport service.
- Community engagement has been carried out with residents to change behaviours to mitigate climate change. The Community Energy Officer consulted with several VCS organisations to deliver relevant service information.



For a number of projects within this theme, equality impacts will be considered at both scheme design and delivery stage.

### **One Council**

The One Council theme is focussed around working with our communities to deliver modern services which are accessible to all residents. The theme includes priorities and outcomes that reflect how the Council is delivering effective customer services, ensuring residents can access the services that they need, along with an engaged, diverse and skilled workforce who are empowered to meet the needs of all customers.

The following areas have progressed which have a direct impact on improving equality, diversity and inclusion outcomes:

- The Council website is examined by an external body on a monthly basis regarding accessibility, and continual feedback from customers is used to shape the layout and functionality of the website.
- Improvement to the accessibility of face-to-face services at Riverside House have been implemented, including higher seating to ensure accessibility.
- Equality, Diversity and Inclusion staff networks were engaged in the redevelopment of the Council Values, relaunched in June. This ensures that a focus on equalities is embedded throughout each value.
- The delivery of the first cohort of a learning and development programme that helps embed a strength based-working approach across the Council's workforce and partners was completed in December 2024. At the forefront of this programme is developing an understanding of diverse communities and support in building on the strengths already within those communities.
- The early careers hub was launched in December 2024 to showcase the entry routes into the Council and attract a more diverse pool of candidates.
- Improvements continue to be made to the employee experience. Work is ongoing to streamline and improve each stage of the employee lifecycle, with significant improvements made to wellbeing, learning and development, and attraction strategies including apprenticeships and early careers.
- Work to develop the Council Plan 2025-30 has concluded, it was considered by Cabinet in May 2025 prior to coming into effect. A public consultation ran from September to November 2024 to inform the new priorities. Throughout this, the Council ensured engagement with as many residents as possible, and that the consultation was accessible to those with protected characteristics. Three cross cutting policy drivers run throughout the new plan. One of these includes 'opportunities are expanded to all' to ensure that the Council creates new opportunities, with help targeted to those who need it the most. All outcomes aim to meet residents' and communities' differentiated needs.
- Average customer wait time to corporate contact centre was 2 minutes 47 seconds in Quarter 4, which is considerably lower than the target set by the Council. Shortening customer wait times improves access to services for all residents.
- The number of disabled employees working in the Council is now 10.6% against a target of 9% and has continued to increase over the course of the year.

There are two equality, diversity and inclusion related measures where outcomes have not yet reached the targets. These are:

- Overall proportion of Black, Asian and Minority Ethnic employees – 5.6% against a year-end target of 6.3%
- Proportion of the workforce under 25 – 3.4% against a year-end target of 4.6%.

<p>The Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community. There will also be targeted work with the Young Employees Network to recruit young people, as well as with the BME network to address recruitment barriers facing this group. This work will help to provide a rich source of knowledge on how the Council can promote being an inclusive employer, along with other insights on attracting applicants and work to strengthen partnerships with local universities and colleges to ensure active promotion of local government careers and Rotherham in particular.</p>
<p><b>Does your Policy/Service present any problems or barriers to communities or Groups?</b></p> <p>No problems or barriers have been identified or flagged as part of the reporting process.</p>
<p><b>Does the Service/Policy provide any positive impact/s including improvements or remove barriers?</b></p> <p>Yes, as detailed above.</p>
<p><b>What affect will the Policy/Service have on community relations?</b> (may also need to consider activity which may be perceived as benefiting one group at the expense of another)</p> <p>No negative impacts expected – any targeted activities are based on known needs and vulnerabilities.</p>

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

## **5. Summary of findings and Equality Analysis Action Plan**

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

<b>Title of analysis:</b> Council Plan and Year Ahead Delivery Plan Progress Update.
<b>Directorate and service area:</b> Assistant Chief Executive, Policy, Performance and Intelligence
<b>Lead Manager:</b> Simon Dennis
<b>Summary of findings:</b>
<p>The Year Ahead Delivery Plan addresses inequalities in several of its key themes, including the overarching theme 'One Council' and guiding principles, with the aim to reduce inequalities and for the council's services to deliver for all residents. Equality and access data will need to be monitored closely, especially in the 'People are safe, healthy and well' and 'Everyone has economic opportunities' themes, as these are areas of considerable existing inequalities, which will make it more difficult for some individuals and groups to access opportunities and services.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Continue to provide update reports to Cabinet twice a year, including consideration of the equality implications.	All	Six monthly
All services to undertake equality analyses where applicable and monitor.	All	Ongoing
Continue to obtain updates from directorates, regarding what has been done to consider equalities when delivering the Year Ahead Delivery Plan actions/activities.	All	Quarterly

\*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Jo Brown	Assistant Chief Executive	
Cllr Chris Read	Leader	

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 <b>Cabinet, key delegated officer decision, Council, other committee or a significant operational decision</b> 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 <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
<b>Date Equality Analysis completed</b>	5 June 2025
<b>Report title and date</b>	Council Plan and Year Ahead Delivery Plan Progress Update – Final Report for 2024/25.
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	06/06/25

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?	None	<p>The Council has produced a Heat Decarbonisation Plan for the Council's corporate estate, which targets operational buildings with heating systems that are reaching the end of their serviceable life. As part of the Council's Heat Decarbonisation Plan, all scheduled LED lighting upgrades have been completed. Riverside House solar canopy works are currently awaiting a final ground survey.</p> <p>The Council has made good progress with delivering Energy Conservation Measures within Council buildings, however the next upgrades to heating and hot water systems are delayed due to setbacks in the construction of the Rotherham Heat Network. Final building designs are reliant on knowing the expected incoming temperature from a heat</p>		<p>See actions outlined in the previous column.</p> <p>New YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions.</p>	<p>Carbon Impact Assessments required for all Cabinet reports.</p> <p>All emissions from operational buildings are monitored and reported publicly.</p> <p>Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.</p>

		<p>network which is currently unknown.</p> <p>Greenhouse gas emissions from the Council buildings have increased due to an increase in the carbon intensity of electricity. Data from the 2023/24 financial year, published in Quarter 2 2024/25, indicates a 7% rise in carbon emissions across the corporate estate. This is linked to the use of carbon-based fuel to generate electricity at source and delays in the decarbonisation of the UK grid. The 2024/25 target of a 10% reduction in emissions is not expected to be achieved, however the Council continues to carry out actions to reduce gas emissions.</p> <p>In relation to renewable energy generation, following assessments no council sites are currently considered to be suitable for low carbon energy generation. However, a wider assessment of land throughout the borough is currently being undertaken.</p>			
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Emissions from transport?	None	<p>A fleet conversion plan has been developed, and a fleet programme officer has been appointed. In addition, a trial has been concluded of an alternative low carbon fuel known as 'Hydrotreated Vegetable Oil' in place of diesel across a sample size of 10 vehicles, which aims to deliver a 90% carbon reduction from emissions. Results are currently being analysed, however do demonstrate a significant reduction in carbon emissions. If results show that the trial has been successful, this may be implemented across the wider fleet.</p> <p>Greenhouse gas emissions from these sources have increased over the last three financial years, driven by increasing business mileage since the end of COVID-19 social distancing restrictions. Data for 2023/24 financial year indicates a decrease of - 2.70%. This carbon saving was delivered by a 7-month trial of HVO biodiesel in 10 corporate fleet vehicles. HVO has continued to be used in those vehicles since the trial ended. It is not expected that the 2024/25 target of a 10% reduction in</p>	<p>Sheffield Road Cycleway completed under the Transforming Cities Fund and the Active Travel Fund Programmes. This is expected to reduce transport emissions.</p> <p>Work has continued with South Yorkshire Mayoral Combined Authority regarding the development of the Transforming Cities Fund programme, including the Magna Tram Train project, the Parkgate Link Road and the Park and Ride at Parkgate. All these schemes are expected to reduce transport emissions.</p> <p>As part of the Local Neighbourhood Road Safety Programme, schemes in 8 out of 13 wards have been completed – 20 mph zones which work to decrease emissions are included in these schemes.</p>	<p>See actions outlined in previous two columns.</p> <p>The Independent Travel Training Programme is in place to support children with special educational needs or disabilities who would normally access the Council's Home to School transport services. This initiative is promoting more sustainable travel and transport solutions.</p> <p>The new YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions.</p>	<p>Approaches to monitoring vehicle usage, emissions, and fuel efficiency.</p> <p>Carbon Impact Assessments required for all cabinet reports.</p> <p>Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.</p>
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		emissions from fleet and EV infrastructure during the year can be achieved however the Council continues to carry out actions to reduce these types of gas emissions.			
Emissions from waste, or the quantity of waste itself?	None	The proportion of waste sent for reuse (recycling and composting) is 37.5% against the target of 45%. This is well short of the target for the year however, the data is provisional, the finalised recycling rate figures are based on the three months previous. This is just the percentage of kerbside waste that is collected for recycling, not overall recycling rates.		See actions outlined in previous column.  New YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions.	Improved information and data to take further action in reducing waste, improving recycling rates and reducing contamination.  Carbon Impact Assessments required for all cabinet reports.  Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.
Emissions from housing and domestic buildings?	None		The Council is continuing to deliver on its commitment to build 1,000 new homes through the Housing Growth Programme. An additional 156 new homes were built or acquired in 2024/25, six more than the target. This includes the first no-gas Council homes at East Herringthorpe and the Small Sites Homes Building Initiative. These houses will imply an increase in emissions from domestic buildings, however in the case of buildings being taken up by existing	Housing Strategy for 2022-2025 includes the Green Housing Strategy to reduce energy costs and improve efficiency of homes.  The amount of council housing with an energy performance certificate (EPC) rated C is 58% which has exceeded its target of 50%. By the end of Quarter 4, 11,570 of 19,918 council housing properties were rated C and above.  New YADP for 2025-26 includes new actions which	Establish housing stock emission baselines, consolidating the available intelligence and gathering further data as required, using existing data on council-owned housing stock, and developing intelligence on the wider housing stock across the Borough.  Carbon Impact Assessments required for all cabinet reports.



			<p>residents this may not be significantly different to current domestic emissions from those residents. including:</p> <ul style="list-style-type: none"> <li>• Under-floor heating – improves the efficiency of the ASHP system and internal space standards on the ground floor.</li> <li>• Solar photo-voltaic panels (PV) – reduces carbon emissions by allowing the homes to self-generate energy and can thereby help reduce energy bills for occupiers.</li> <li>• Mechanical ventilation and heat recovery (MVHR) – improves the efficiency of the ASHP system by allowing air to be recirculated within the dwelling. MVHR can also improve internal air quality, reduce condensation, and help to manage over-heating.</li> </ul> <p>Additional airtightness works – reduce heat loss.</p>	will contribute to reducing carbon emissions.	Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.
Emissions from construction and/or development?	None	Construction and developments, such as the continuation of the 2024 roads programme, the completion of the Swinton Library Neighbourhood Hub and Civic Hall and		Introduction of further SPDs (supplementary planning documents) relevant to climate change – SPDs can elaborate on Local Plan policies, giving developers additional technical	<p>Carbon Impact Assessments required for all cabinet reports.</p> <p>Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.</p>

	<p>developing new and improved play areas for children and young people, will increase emissions.</p> <p>Plans for large scale developments and improvements, such as the Towns and Villages Fund, Future High Streets Fund, and the Levelling Up Fund, programme, may all have significant effects on carbon emissions. This includes the Magna and Wentworth Woodhouse Leisure Economy Projects.</p> <p>The construction and completion of the leisure development on Forge Island may have entailed an increase in carbon emissions. However, the Travelodge hotel has several sustainable building features such as PV cells and EV car charging points within the Forge Island car park.</p> <p>Demolition projects, including 3-7 Corporation Street and Guardian Centre Building to facilitate further development works may have significantly impacted carbon emissions.</p>		<p>guidance, speeding up applications and resulting in better quality development for the community and environment.</p> <p>See actions outlined in previous two columns.</p> <p>New YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions.</p>	
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Carbon capture (e.g. through trees)?	None		<p>597 trees have been planted by the council in 2024/25, 97 above the target.</p> <p>Improvements in the approach to weed control and removal, as well as sustainable management of verges and greenspaces to encouraging biodiversity and increase wildflower areas, with potential (but likely negligible) impact on carbon capture.</p>		<p>The Council currently has little data related to carbon sequestered via trees, limiting our understanding of the planting required to offset emissions.</p> <p>Carbon Impact Assessments required for all cabinet reports.</p> <p>Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.</p>
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Identify any emissions impacts associated with this decision which have not been covered by the above fields:

25 ward plans produced and published annually are informed by local communities, many of these include priorities to improve the local environment and tackle climate change.

The Climate Emergency Annual Report was presented to Cabinet in February 2025.

To ensure the Council remains focussed on working towards the outcomes and commitments set out in the Council Plan, a review of the Council Plan performance targets was carried out and new Year Ahead Delivery Plan actions were identified for 2024-25, some of which contributed to reducing carbon emissions across the borough during the financial year. Progress against these have been reported to Cabinet twice a year.

Climate Change and reducing emissions has been considered when developing the new Council Plan for 2025-30.

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

A programme of six priority flood alleviation schemes has seen a continuous, 1.6km line of defence completed on the north and west banks of the river Don, where it flows through the town centre: a flood wall, canal barrier and public realm improvements at Forge Island comprise a 0.4km section of these defences. Other priority schemes have been brought to 'shovel ready' status, alongside a programme of small and medium scale works which have delivered reductions in flood risk for local communities, in a 'no regrets' approach to flood risk management.

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

Given that this is a progress report, and implies no direct recommendations or decisions, there are no relevant emission impacts to consider. Where progress on certain actions has implied a specific definable impact on emissions, this has been included indicatively.

Supporting information:	
Climate Impact Assessment Author	Simon Dennis Policy, Improvement and Risk Manager Policy, Performance and Business Intelligence ACEX
Please outline any research, data or information used to complete this Climate Impact Assessment.	Directorate Year Ahead Delivery Plan trackers and Performance Data for Quarter 3 and 4 2024/25.
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	
Validation	Tracking Reference: CIA 493  Arthur King Principal Climate Change Officer

**Committee Name and Date of Committee Meeting**

Cabinet – 07 July 2025

**Report Title**

Ethical Procurement Policy Refresh 2025

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

No, but it has been included on the Forward Plan

**Strategic Director Approving Submission of the Report**

Judith Badger, Strategic Director of Finance and Customer Services

**Report Author(s)**

Karen Middlebrook, Head of Procurement  
01709 334755 or [karen.middlebrook@rotherham.gov.uk](mailto:karen.middlebrook@rotherham.gov.uk)

**Ward(s) Affected**

Borough-Wide

**Report Summary**

Ethical behaviour is at the core of the Council's procurement activity and the Council expects the suppliers it does business with to share similar values and ethical ethos in the way they deliver their services. The Ethical Procurement Policy sets out the range of measures and policy decisions / commitments that have been taken by the Council over the years to achieve this and drive ethical practice, with the aim to encompass this into one comprehensive policy.

The Policy was first approved in January 2020, with at the time, a recommendation for the Policy to be reviewed on a 3-yearly cycle. Following a review in 2024 the Policy was updated via an officer decision taken on 9 February 2024 at which point it was agreed to review the Policy annually and this report summarises the updates following a review of the Policy in 2025.

**Recommendations**

That Cabinet:

1. Formalise the support of the UK Steel Charter as the successor to the Sustainable British Steel Charter.
2. Approve the updated Ethical Procurement Policy for 2025.

**List of Appendices Included**

- Appendix 1 Ethical Procurement Policy (v3 – updated July 2025)
- Appendix 2 Equalities Screening (Part A)
- Appendix 3 Equalities Analysis Form (Part B)
- Appendix 4 Carbon Impact Assessment

**Background Papers**

[Ethical Procurement Policy \(v2 – updated Feb 2024\)](#)

[UK Steel Charter](#)

[UK Steel Charter Guidance](#)

**Consideration by any other Council Committee, Scrutiny or Advisory Panel**

No

**Council Approval Required**

No

**Exempt from the Press and Public**

No

## Ethical Procurement Policy Refresh 2025

### 1. Background

- 1.1 The Council's Ethical Procurement Policy was first approved by Cabinet in January 2020, with at the time, a recommendation for the Policy to be reviewed on a 3-yearly cycle. Following a review in 2024 the Policy was updated via an officer decision taken on 9 February 2024 at which point it was agreed to review the Policy annually.
- 1.2 The aim of the Ethical Procurement Policy is to act as an umbrella policy, that holds all of the ethical decisions which affect procurement related activity in one central place.
- 1.3 A review of the current Policy has taken place, and a refresh undertaken to ensure the content within the Policy is reflective of the Council's current position for 2025 onwards.

### 2. Key Issues

- 2.1 Detailed below is a summary of the key changes proposed to the Policy:
  - 2.1.1 **Paragraph 1:** Updates to the financial year and amount of expenditure made with third party suppliers.
  - 2.1.2 **Paragraph 2:** In February 2025, the procurement legislation changed from the Public Contracts Regulations 2015 to the Procurement Act 2023. Therefore, the legal context that procurement operates within has been updated to reflect the objectives set out in the Procurement Act and some of the mechanisms for testing the reliability and ethical practices of the suppliers participating in Council procurement activity.
  - 2.1.3 **Paragraph 4:** A review of the commitments / decisions taken has resulted in the following:
    - For all decisions a hyperlink inserted within the date field to access the decision record.
    - The Charter for Sustainable British Steel – see paragraph 2.2 – 2.4.
    - Charter against Modern Slavery – additional information has been included to further explain the role of the Modern Slavery working group that has been established and chaired by Community Safety, as well as reference to the Council's most recently published Modern Slavery Transparency Statement.
    - Social Value Policy – removal of the reference to the Policy approved in 2019 and instead reference to the updated version that was refreshed in 2024.
    - Climate Change Emergency – the month the motion was taken has been inserted into the date. In addition, reference made to the climate change working group and action plan supporting services to procure new solutions to reduce carbon emissions.

- Fair Tax Declaration – removal of references to changes in procurement legislation. As referred to above, this has now occurred.
- Case Study – Updates have been made to the case study reflecting the increase in commitments and delivered targets during the revised reporting period, along with reference that the Council was shortlisted for the Making Core Award at the 2024 Social Value Conference.

2.2 In carrying out the review for 2025, a check was undertaken to confirm the Council's name appeared on the relevant websites where external commitments have been made. This exercise identified that the Charter for Sustainable British Steel (committed to in October 2015) had been rebranded and relaunched to the UK Steel Charter, and as a result Rotherham Council are no longer listed as a signatory.

2.3 The aims and objectives of the new UK Steel Charter include:

- Support jobs and job creation within the UK steel sector and its domestic supply chains.
- Maximise the economic benefits to the UK of the Councils steel procurement spend.
- Strengthen and build strong UK manufacturing supply chains.
- Minimise the environmental impact of the Councils steel use, cutting transport emissions and working with a UK steel sector dedicated to decarbonisation.

2.4 The UK Steel Charter is promoted by Make UK who have provided a guidance document that sets out 9 steps that could be undertaken to support the agenda. These are similar to the steps for consideration as part of the original 2015 motion, which reaffirms the position that this is not a new consideration, the original intentions still apply. The Council has continued to act in a manner to support the commitment. This action will now see this support formalised with the Council being listed as a signatory to the successor scheme.

2.5 A copy of the refreshed Ethical Procurement Policy for 2025 can be found at Appendix 1.

### 3. Options considered and recommended proposal

3.1 **Option 1: Do not formalise support of the UK Steel Charter as the successor to the Sustainable British Steel Charter and do not approve the updated Ethical Procurement Policy for 2025:** This option does not align with the original intention of the commitment made to supporting British steel made in 2015 and would also mean the Ethical Procurement policy is outdated, and does not reflect the most accurate and up to date legislative and policy positions made.

This is not the recommended option.

3.2 **Option 2: Formalise the support of the UK Steel Charter as the successor to the Sustainable British Steel Charter and approve the updated Ethical Procurement Policy for 2025:** This option ensures the



Council maintains its position in terms of supporting the intention made in 2015 regarding UK Steel and ensure the Ethical Procurement Policy is up to date with legislation and policy positions made.

This is the recommended option.

- 3.3 The recommended option is to proceed with option 2.

#### **4. Consultation on proposal**

- 4.1 Consultation was conducted for each of the individual policies / commitments / decisions made.

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

- 5.1 Following approval of the refreshed policy, this will be updated on the Council's website.
- 5.2 Following the endorsement to formalise the support of the UK Steel Charter, arrangements will be made with Make UK to organise a formal signing event and associated press release. This activity will be concluded by the end of September 2025.
- 5.3 The Ethical Procurement Policy will be scheduled for review again in July 2026.
- 5.4 For all new procurement activity, Services will be encouraged to give due consideration during the pre-procurement phase to the key themes (where appropriate) making up the Ethical Procurement Policy and ensure this is documented in the pre-procurement business case/sourcing strategy.

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

- 6.1 This Policy pulls together the range of actions already being conducted within procurement around ethical behaviour and practice, the way the Council procures services, and the expectations it places in its supply chain.
- 6.2 As such there are no direct procurement implications arising from the recommendations detailed in this report. Implications were considered for each of the individual policies / motions at the time they were agreed.
- 6.3 The procurement team will continue to work with Service Areas to encourage them to give due consideration to the key themes identified in the Ethical Procurement Policy pre-procurement, and then once the contract is handed over for them to manage the delivery.
- 6.4 There are no direct financial implications arising from this report.

## **7. Legal Advice and Implications**

- 7.1 As stated in the body of the report the Procurement Act 2023 places a strong emphasis on ethical procurement, requiring contracting authorities to prioritize value for money, public benefit, and integrity. The Procurement Act 2023 also requires authorities to consider ethical standards when evaluating suppliers and also makes it clear that supplier management and qualification will be key to delivering ethical procurement.
- 7.2 The Ethical Procurement Policy is compliant with the Procurement Act 2023 and sets out how the Council will pursue the objectives and principles of the Act.
- 7.3 The commitments and proposals in respect of matters contained within the Ethical Procurement Policy, which are made by suppliers during the procurement process are fully incorporated into contracts with the Council upon award. All contracts which are concluded with suppliers, contain robust terms and conditions around contract and performance management, along with terms in relation to non-performance, regarding amongst other things, the issues set out within the Policy.

## **8. Human Resources Advice and Implications**

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

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

- 9.1 This Policy reinforces decisions / commitments already made which contribute towards ethical practice in procurement. The outcomes from these individual decisions / commitments support the Council's priorities: Children & Young People Achieve and Residents Live Well from ensuring that appropriate safeguarding arrangements are in place for vulnerable individuals through to seeking education and employment support through the Social Value Policy by having An Economy That Works for Everyone.

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

- 10.1 There are no direct implications arising from this report. This Policy acts as an umbrella policy for all the commitments made whereby full consideration to equalities and human rights will have been considered.
- 10.2 The activities as part of these commitments made, support and promote wider inclusion in terms of education, employment and skills and steps to ensure vulnerable children and adults are protected.
- 10.3 An equalities screening assessment and analysis form is provided for at Appendix 2 and 3.

## 11. Implications for CO2 Emissions and Climate Change

- 11.1 Whilst there are no direct impacts in relation to the recommendations detailed in the report, as identified the policy that has been refreshed acts as an umbrella policy for other Council policies / commitments that, if implemented by Services in the design of their procurement activity, could drive improvements relating to climate change.
- 11.2 A climate change impact assessment has been provided at Appendix 4.

## 12. Implications for Partners

- 12.1 Implications for partners was considered at the time for each individual policy / commitment / decision that has been made.

## 13. Risks and Mitigation

- 13.1 There is a risk that Suppliers fail to deliver against commitments made in a tender. It is therefore essential that robust Terms and Conditions are developed and published at the time of tender so suppliers are aware of the consequences of under-performance, and that Services effectively manage the delivery of their contracts to ensure commitments made are realised.

## 14. Accountable Officers

Karen Middlebrook, Head of Procurement

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp OBE	23/06/25
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	12/06/25
Assistant Director of Legal Services (Monitoring Officer)	Phil Horsfield	13/06/25

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

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# Ethical Procurement Policy

## 1. Introduction

In the financial year 2023/24 the Council spent approximately £425m (net) with third party suppliers/contractors on a range of Goods, Works and Services. Procurement is therefore considered an enabler in assisting the Council to deliver its strategic objectives by using its purchasing power to drive socio-economic and environmental improvements for its residents and society at large.

Ethical behaviour is at the core of delivering against this agenda, and the Council expects the suppliers it does business with to share similar values and an ethical ethos. This Policy sets out the range of measures and initiatives the Council is utilising to achieve this and should be read in conjunction with the [Council's Social Value Policy](#) as a core suite of documents.

## 2. Legal Context

As a Local Authority, the Council has a duty to comply with the legal framework governing public procurement, namely the Procurement Act 2023("the Act"); and ethical practice is at its core.

The Act provides the operational framework for conducting procurement procedures above certain thresholds and sets overarching objectives to be achieved when awarding contracts, including:

- Delivering value for money
- Maximising public benefit
- Sharing information for the purpose of allowing suppliers and others to understand the authority's procurement policies and decisions; and
- Acting, and being seen to act, with integrity

The procurement regime seeks to provide confidence that suppliers taking part in procurements and delivering contracts are reliable, and therefore the Act includes an exclusion regime, that where appropriate in certain circumstances, suppliers (including Associated Persons, Connected Persons and sub-contractors) are excluded where they pose particular risks to public procurement. These circumstances are detailed in [Schedule 6](#) (mandatory exclusion grounds) and [Schedule 7](#) (discretionary exclusion grounds) of the Act and are summarised below:

### Mandatory exclusions

- Corporate manslaughter or corporate homicide
- Terrorism
- Theft, fraud, bribery etc
- Labour market, slavery and human trafficking offences
- Organised crime
- Tax offences and misconduct in relation to tax

- Cartel offence
- Ancillary offences
- Threats to national security
- Competition law infringements
- Failures to cooperate with investigations via a Minister of the Crown

#### Discretionary Exclusions

- Labour market misconduct
- Environmental misconduct
- Insolvency, bankruptcy etc
- Potential competition infringements
- Professional misconduct
- Breaches of contract
- Acting improperly in procurement
- National security

### 3. Professional Standards

Rotherham Council takes pride in delivering high quality, professional procurement services. Senior Officers within the Council's Corporate Procurement Team are qualified members of their professional body the Chartered Institute for Procurement and Supply (CIPS). The CIPS qualification is considered to provide the ideal training for procurement professionals of all levels and is accredited by the organisation that promotes and protects the high standards of the sector.

As a qualified member of CIPS, officers are required to adhere to the CIPS [Code of Conduct](#) which defines a range of ethical behaviours and actions which must be maintained and promoted across all organisations they engage with. This includes:

- Enhancing and protecting the standing of the profession
- Maintaining the highest standard of integrity in all business relationships
- Promoting the eradication of unethical business practices
- Enhancing the proficiency and stature of the profession
- Ensuring full compliance with laws and regulations

To further embed the professional standard, the Council will aim to ensure all members of the Procurement Team in a buying capacity are qualified in the profession (where appropriate).

### 4. Policies, Commitments and Decisions

Over recent years the Council has made positive commitments to drive forward ethical practices in its procurement activity and change / improve behaviours in its supply chain over and above the requirements set out within the legal framework referred to above. However, these are all currently captured in separate policy statements, Council motions, and Cabinet decisions. The aim of this Ethical

Procurement Policy therefore is to pull all these individual commitments / decisions into one comprehensive Policy.

Date	Commitment / Decision	Detail	Rotherham Approach
<a href="#">November 2004</a>	Council passed a motion to support the principles of Fair Trade.	Council resolves to take the necessary steps to move towards Fair Trade Status for the Rotherham Borough	<p>Rotherham Town obtained Fair Trade status in 2006.</p> <p>Continued consideration is to be given through pre-procurement activity, to the products being procured and whether fair trade is a requirement. Where it is identified to be appropriate this should be built into the tender documentation accordingly.</p>
<a href="#">July 2018</a>	Council passed a motion to adopt the <a href="#">Cooperative Party's Charter against Modern Slavery</a> .	<p>The key aim of the Charter is to ensure that the Council's practices don't support slavery recognising the important role the Council can play in ensuring their contracted arrangements don't contribute modern slavery and exploitation by:</p> <ul style="list-style-type: none"> <li>• Training its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.</li> <li>• Requiring its contractors to comply fully with the Modern</li> </ul>	<p>Modern Slavery will be considered at all stages through the Commissioning and Procurement cycle. Alongside the details provided within the Charter, modern Slavery is one of the key requirements stipulated within the Legal Context for procurement. Relevant commercial organisations are required to demonstrate their compliance with the reporting requirements under the Modern Slavery Act 2015, with failure to comply resulting in elimination from the tender process.</p> <p>A standard clause is also included in all contracts</p>

Date	Commitment / Decision	Detail	Rotherham Approach
		<p>Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.</p> <ul style="list-style-type: none"> <li>Challenging any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.</li> <li>Highlighting to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.</li> <li>Publicising its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.</li> <li>Requiring its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.</li> <li>Reviewing its contractual spending regularly to identify any potential issues with modern slavery.</li> <li>Highlighting for its suppliers any risks identified concerning modern slavery and refer them to the</li> </ul>	<p>making it known/understood that suppliers/contractors have a safeguarding responsibility and Modern Slavery is one element of this.</p> <p>Through the pre-procurement activity consideration is given to those high risk industries where slavery is more prevalent, and clear consideration is given to additional specification requirements / method statement question for the bidders to respond to, to evidence their approach to eliminating modern slavery through their own supply chains.</p> <p>Following an Overview and Scrutiny Management Board (OSMB) spotlight review, a working group has been established (chaired by Community Safety) to raise awareness, ensure cross organisation working and to try and better tackle modern slavery across the organisation as a whole.</p> <p>The <a href="#">2025/26 Modern Slavery Transparency Statement</a> was approved at the 17 March 2025 Cabinet meeting.</p>



Date	Commitment / Decision	Detail	Rotherham Approach
		<p>relevant agencies to be addressed.</p> <ul style="list-style-type: none"> <li>Referring for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.</li> <li>Reporting publicly on the implementation of this policy annually.</li> </ul>	
<a href="#">October 2019</a>	Council passed a motion to declare a Climate Change Emergency	As part of the work it is proposed to develop an informed target for the Council's carbon reduction by 2025 and to review this every five years thereafter, and to develop a "Carbon Action Plan" towards these goals. To assist in achieving this reduction external providers of Council services should be encouraged to reduce their carbon emissions as part of the Council's Social Value Policy.	<p>Through the pre-procurement activity consideration is to be given to carbon impacts and how this might be mitigated / reduced and ensure that where suppliers make a commitment through their tender submissions to reduce carbon emissions, ensure that this is delivered and reported.</p> <p>Procurement is represented on the Officer Climate Change working group, supporting the development and delivery of the Council's climate change action plan and is supporting Services across the Council to procure new solutions to reduce carbon emissions (i.e. new fleet, decarbonisation projects to buildings etc).</p>

Date	Commitment / Decision	Detail	Rotherham Approach
<a href="#">August 2021</a>	Officer Decision taken by the Chief Executive to apply to become Real Living Wage accredited by the Living Wage Foundation (LWF)	<p>This action supports the commitment made by the Council through the Social Value policy (see above).</p> <p>In becoming an accredited Living Wage Employer, the Council can ensure that all their directly employed and third-party contracted staff engaged in “in scope” contracts are earning a wage that meets the cost of living, safeguarding them from in-work poverty and providing enough income to live a healthy life.</p>	<p>Through the pre-procurement activity consideration is given to whether the services being procured are within scope of the LWF accreditation:</p> <ul style="list-style-type: none"> <li>(i) Are aged 18 or over;</li> <li>(ii) Are either contracted or sub-contracted by the Council;</li> <li>(iii) Provide a service to or on behalf of Rotherham Council involving 2 or more hours of work a week, for 8 or more consecutive weeks in a year on: <ul style="list-style-type: none"> <li>a. Rotherham Council’s premises; and/or</li> <li>b. Property owned or occupied by the Council (including where Rotherham Council is a tenant and is provided building related services through a Lease); and/or</li> <li>c. Land which Rotherham Council is responsible for maintaining or on which it is required to work.</li> </ul> </li> </ul> <p>The accreditation is assessed annually by the LWF following the submission of evidence by the Council.</p>
<a href="#">May 2022</a>	Council passed a motion to	Ask the Overview and Scrutiny Management Board to consider	As referenced in the detail of the motion passed, the activity picked up as part

Date	Commitment / Decision	Detail	Rotherham Approach
	declare a Nature Crisis for Rotherham	<p>commissioning a review into how the Council can support improvements to ensure a more natural environment is enhanced.</p> <p>Ensure our responsiveness on tackling climate change is extended to be complimentary to this separate but well aligned cause.</p> <p>Continue to further our work on enhancing biodiversity by adopting innovative approaches to support wild flowered areas and ecological approaches to grounds maintenance.</p> <p>Note the ongoing significant progress the Council is making through its Climate Change Action Plans for a carbon neutral Council by 2030 and Borough by 2040.</p>	of this declaration, will be addressed under the Climate Change emergency theme.
<a href="#">June 2022</a>	Cabinet approved the Council's equality, diversity and inclusion strategy 2022-25	<p>The Council Plan 2022/2025 sets out the Council's ambition to create an inclusive borough for people to live, work and enjoy. A borough where nobody is left behind and where all are welcome and treated fairly.</p> <p>The Equality, Diversity and Inclusion Strategy</p>	Equality and Diversity is one of the key requirements stipulated within the Legal Context for procurement. Organisations are required to demonstrate their commitment to equality and diversity.

Date	Commitment / Decision	Detail	Rotherham Approach
		sets out the commitments that the Council is making to support those outcomes. It ensures that equality objectives truly underpin the themes of the Council Plan to ensure that achieving equality outcomes are embedded in everything that the Council does. It also commits to achieving the highest national standards set out in the Equality Framework for Local Government.	Through the pre-procurement activity consideration will be given to whether additional specification requirements / method statement question for the bidders to respond to are required to evidence their approach to support this policy commitment.
<a href="#">November 2022</a>	Cabinet approved the Council's Corporate Safeguarding Protocol	<p>The Corporate Safeguarding Protocol superseded the previous Safeguarding Policy that had been in place for the previous 5 years.</p> <p>The Corporate Safeguarding Protocol makes clear that safeguarding is everyone's business and does not only apply to Council employees but also to suppliers delivering services to, or on behalf of the Council.</p> <p>For commissioning activity that involves vulnerable children, young people or adults, the Council's Commissioning teams are required to consider safeguarding requirement specific to the contract.</p>	<p>Safeguarding will be considered throughout all stages of the commissioning and procurement lifecycle.</p> <p>A standard specification requirement is included in all contracts making it known/understood that suppliers/contractors have a safeguarding responsibility.</p> <p>Where the contract involves direct contact with vulnerable individuals, consideration shall be given during the pre-procurement phase to determine the exact safeguarding requirements and how these are translated into the tender (i.e. contract clause, specification requirement and supplier</p>

Date	Commitment / Decision	Detail	Rotherham Approach
			response to method statement question).
<a href="#">November 2022</a>	Council passed a motion to support the 'Councils for Fair Tax Declaration' as promoted by the Fair Tax Foundation	<p>The key aim of the Declaration is to do whatever the Council can within existing frameworks and pledge to do more given the opportunity by being active supporters of international tax justice by:</p> <ul style="list-style-type: none"> <li>• Approving the Councils for Fair Tax Declaration.</li> <li>• Leading by example and demonstrating good practice in our tax conduct, right across our activities.</li> <li>• Ensuring IR35 is implemented robustly, and contract workers pay a fair share of employment taxes.</li> <li>• Not using offshore vehicles for the purchase of land and property, especially where this leads to reduced payments of stamp duty.</li> <li>• As far as possible, undertaking due diligence to ensure that not-for-profit structures are not being used inappropriately by suppliers as an artificial device to reduce the payment</li> </ul>	<p>The Council already has in place robust arrangements, processes and procedures for determining the IR35 status of contract workers.</p> <p>Recognising the limitations within procurement legislation, the Council will include a non-scored question (for information only) within its tender documentation.</p>

Date	Commitment / Decision	Detail	Rotherham Approach
		<p>of tax and business rates.</p> <ul style="list-style-type: none"> <li>• As far as possible, demanding clarity on the ultimate beneficial ownership of suppliers UK and overseas and their consolidated profit &amp; loss position, given lack of clarity could be strong indicators of poor financial probity and weak financial standing.</li> <li>• Promoting Fair Tax Mark certification especially for any business in which we have a significant stake and where corporation tax is due.</li> <li>• Supporting Fair Tax Week events in the area, and celebrate the tax contribution made by responsible businesses who are proud to promote responsible tax conduct and pay their fair share of corporation tax.</li> <li>• Supporting calls for urgent reform of UK procurement law to enable local authorities to better penalise poor tax conduct and reward good tax conduct</li> </ul>	

Date	Commitment / Decision	Detail	Rotherham Approach
		through their procurement policies.	
<a href="#">March 2024</a>	Cabinet approved the Council's 2024-27 Social Value policy	<p>This was a refreshed policy from its original implementation in 2019.</p> <p>Through this policy the Council aims to increase over time the proportion of its spend with local businesses, supporting the local economy and helping small and medium sized enterprises (SME's) flourish. The Social Value Framework, sets out the methodology for measuring Social Value through the procurement process and its framing around six high level outcomes, which include:-</p> <ul style="list-style-type: none"> <li>• Good local jobs and skills development for local people.</li> <li>• A strong local economy.</li> <li>• Young people have the opportunity to develop skills and find worthwhile employment.</li> <li>• Equality of opportunity for disadvantaged people and communities including disabled people.</li> <li>• Strengthened and sustainable community and</li> </ul>	<p>Build social value into all Council contracts (&gt;£100k) and introduce a rigorous system for assessing and measuring social value commitments which is reported on annually via cabinet. Social Value will account for 20% of the marks available from the evaluation criteria (with other component parts being quality and price).</p> <p>When the Council invites written quotations – where possible – at least one of the quotes will be from a Rotherham organisation, and where this is not possible from the Sheffield Yorkshire Mayoral Combined Authority region.</p> <p>Commit to co-designing services wherever possible and adoption of the Keep it Local principles.</p> <p>A RtP social value action plan has been developed that considers how collectively Partners can take forward Social Value to drive wider benefits to communities at place level. Work now moves</p>



Date	Commitment / Decision	Detail	Rotherham Approach
		<p>voluntary organisations.</p> <ul style="list-style-type: none"> <li>Greater environmental sustainability including accessible green public spaces.</li> </ul> <p>In addition, through the policy there is an intention that this approach will also be to the Council's Partners and progress work on this agenda through the Rotherham Together Partnership.</p>	<p>into how this is best implemented.</p> <p>To further support the local business community, specific interventions have been commissioned to provide business advice, which will guide suppliers about how they can access and participate in public sector procurement opportunities.</p>
<b>July 2025</b>	Cabinet agreed to formalise the continued support of the UK Steel Charter promoted by Make UK	<p>The Sustainable British Steel Charter was passed as a Council motion in 2015. The UK Steel Charter as the successor Charter to this sets out the following aims and objectives:</p> <ul style="list-style-type: none"> <li>Support jobs and job creation within the UK steel sector and its domestic supply chains.</li> <li>Maximise the economic benefits to the UK of our steel procurement spend.</li> <li>Strengthen and build strong UK manufacturing supply chains.</li> </ul> <p>Minimise the environmental impact of our steel use, cutting transport emissions and working with a UK steel</p>	<p>The UK Steel Charter provides for a range of steps that could be undertaken to support the agenda. As this is a continuation of the original commitment made, the Council will continue to give consideration to the steps through its pre-procurement activity and documented through the pre-procurement business case, including steps such as specifying that steel must confirm to BES6001, BS8666 or equivalent and for relevant contracts, ensuring that the origin of steel is recorded.</p> <p>Further work will also take place by joining the UK Steel Charter network to better understand the</p>



Date	Commitment / Decision	Detail	Rotherham Approach
		sector dedicated to decarbonisation.	steps other signatories are taking.

### Case Study

*As documented in the Council's annual update to Cabinet around Social Value (March 2024), since the implementation of the Social Value policy the Council had £27,840,292 Social Local Economic Value (SLEV) committed from the Contracts it has procured over this period, with £8,002,270 delivered (up to the end of November 2023).*

*The type of commitments being made span the full range of measures available under the Council's framework including local employment, new employment for disadvantages groups, skills (i.e. apprenticeships, unemployment support, work-placements), through to local supply chain opportunities and supporting VCSE organisations.*

*In recognising the Council's drive and commitment to this agenda, the Council won the Public Sector Leadership award at the 2023 Social Value Conference (Towards a Social Value economy) and was shortlisted for the Making Core award at the 2024 Social Value Conference (Social Value in Action).*

*In addition, and in support of the Council's commitment to the Real Living Wage, since the Council made it's submission to the Real Living Wage foundation to become an accredited employer, it has maintained this accreditation with the Foundation recognising we go further than required by securing this as a contractual commitment.*

## 5. The Rotherham Approach

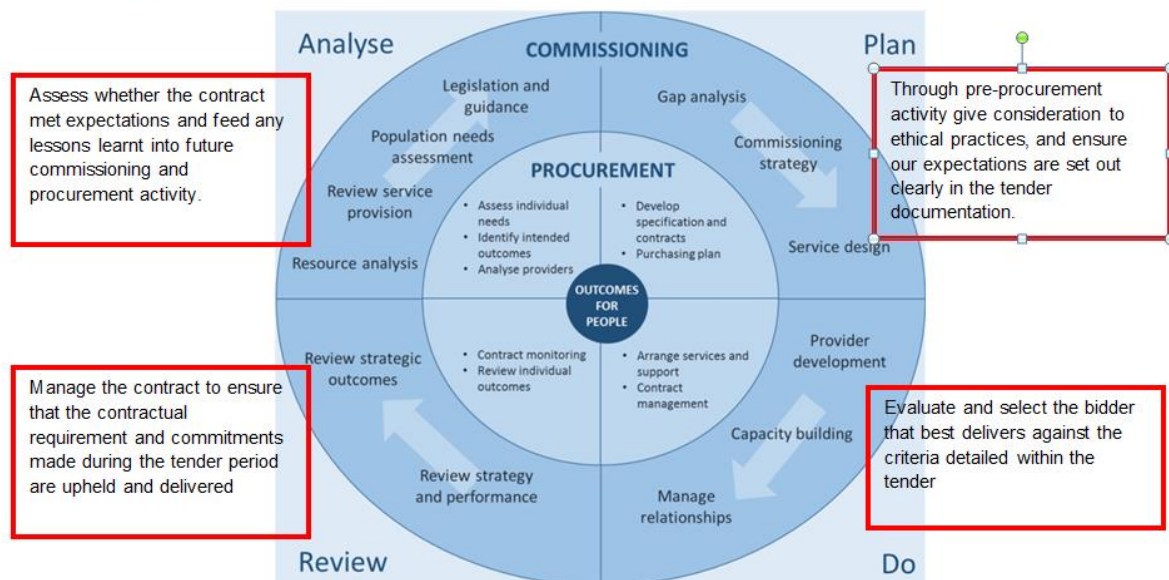
The Council is continually seeking to ensure it maximises its spending power for the benefit of Rotherham residents, businesses and communities.

Ethical practice is considered at all stages of commissioning and procurement related activity. The diagram below at *Figure 1* gives a high level illustration of the interface between commissioning and procurement and the types of activity that are undertaken to ensure ethical practice is embedded.

From the cycle presented below the **Plan** phase is critical. It is during this phase, the Council will consider whether there is still a need for the delivery of a contract, and if so, whether this is best delivered directly by the Council, in collaboration with another public service provider or by an external organisation. All decisions will be undertaken in accordance with the Council's [Constitution](#).

Where it is deemed delivery is best met by external organisations, ethical practice, behaviours and approaches will be considered. The Council's expectations will be clearly documented through the tender procedure and organisation's will be expected to fully understand these requirements when making their tender submission as through the management of the contract, the Council will ensure these expectations are adhered to and/or delivered.

**Figure 1: Commissioning and Procurement Cycle**



## 6. Review Process

The Council will review this policy annually to ensure it is kept as a live and up to date document.

## 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:** Ethical Procurement Policy Update 2025

**Directorate:** Finance & Customer Services

**Service area:** Financial Services

**Lead person:** Karen Middlebrook

**Contact:** 01709 334755

Is this a:

☒

**Strategy / Policy**

☐

**Service / Function**

☐

**Other**

**If other, please specify**

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

This policy pulls together a range of other policy decisions / commitments made into one comprehensive Ethical Procurement Policy aimed at improving ethical practice through the Council's supply chain. The decisions in this policy aren't new – they have been considered as separate stand-alone decisions.

Annually a review of the Ethical Procurement Policy is undertaken to ensure the content remain up to date with legislative and policy decisions. This report reflects the update undertaken in 2025.

The report makes a recommendation to formalise support of the UK Steel Charter by signing up to this. This isn't a new decision, the UK Steel Charter, is the successor Charter to the Sustainable British Steel Charter whereby the Council passed as motion in 2015 to sign up to this. This intentions and principles from the original charter in 2015 still remain

### 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>		✓
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>		✓
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>		✓
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>		✓
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>	✓	
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>		✓
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?**

As previously referenced, this report provides an update on the refreshed Ethical Procurement Policy. The policy acts as an umbrella policy to capture in one centralised place the commitments / decisions taken by the Council to drive ethical practice in its procurement activities. Each of the decisions taken will have considered equality and diversity, such as the Social Value policy driving improvements in employment and skills opportunities for disadvantaged groups experiencing barriers to accessing the employment market.

In addition, where Services are undertaking procurement activity, they are required to give appropriate consideration equality and diversity in the design of the specification.

- **Key findings**

Addressing inequalities is at the core of a number of the commitments / policy decisions taken as summarised below:

- Social Value Policy – supporting disadvantaged individuals that are experiencing barriers in accessing the employment market to have greater access to education, employment and training.
- Real Living Wage – ensuring individuals are paid a fair wage for the work they undertake.
- Modern Slavery – ensuring the Council's supply chain acts in an ethical manner, to enable the identification of industries/sectors where modern slavery may be prevalent and the steps to be taken to prevent this from occurring
- Safeguarding – ensuring the Council's supply chain support the Council's policy position regarding safeguarding and know how to identify, report and escalate any issues.

- **Actions**

Individual officers within Service Areas will be responsible for considering the impacts and outcomes required for each individual commissioning/procurement process and this will be documented through the pre-procurement business case, which is to be approved by the relevant Service Area Assistant/Strategic Director.

There is a duty for procurement to ensure the procurement processes designed as proportionate to the scale of work being procured and do not present unnecessary barriers for Small to Medium Enterprises to engage in the opportunity. An ongoing action will therefore be for the procurement team to continue to liaise with the business support offer available through RiDO (Go 4 Growth and SYMCA Business Support and Supply Chain Advisors) to ensure local SMEs are upskilled in participating in local government procurement processes.

Date to scope and plan your Equality Analysis:	<p>Please see Part B (Equality Analysis Form)</p> <p>The Ethical Procurement Policy is reviewed and updated on an annual basis.</p> <p>Individual officers within Service Areas will be responsible for considering the impacts and outcomes required for each individual commissioning / procurement project or the relevant policy / motion they are responsible for.</p>
Date to complete your Equality Analysis:	<p>Please see Part B (Equality Analysis Form)</p> <p>The Ethical Procurement Policy is reviewed and updated on an annual basis.</p> <p>Individual officers within Service Areas will be responsible for considering the impacts and outcomes required for each individual commissioning / procurement project or the relevant policy / motion they are responsible for.</p>
Lead person for your Equality Analysis (Include name and job title):	Individual officers within Service Areas will be responsible for considering the impacts and outcomes required for each

	<p>individual commissioning / procurement project or the relevant policy / motion they are responsible for.</p> <p>Karen Middlebrook (Head of Procurement) will be overall responsible for this Ethical Procurement Policy and its ongoing review.</p>
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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
Karen Middlebrook	Head of Procurement	27/05/2025

### 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](mailto: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.

<b>Date screening completed</b>	27/05/2025
<b>Report title and date</b>	Ethical Procurement Policy Update 2025
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	Cabinet
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	28/05/2025





## PART B – Equality Analysis Form

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

This form:

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

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

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

1. Title	
<b>Equality Analysis title:</b> Ethical Procurement Policy Refresh 2025	
<b>Date of Equality Analysis (EA):</b> 28 May 2025	
<b>Directorate:</b> Finance & Customer Services	<b>Service area:</b> Financial Services
<b>Lead Manager:</b> Karen Middlebrook	<b>Contact number:</b> 01709 334755
<b>Is this a:</b> <input checked="checked" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>  <b>If other, please specify</b>	

**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)
Karen Middlebrook	Rotherham Metropolitan Borough Council	Head of Procurement
Rob Mahon	Rotherham Metropolitan Borough Council	Assistant Director; Financial Services
Louise Hayter	Rotherham Metropolitan Borough Council	Procurement Performance & Compliance Manager

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

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

This policy pulls together a range of other policy decisions / commitments to form an umbrella Ethical Procurement Policy aimed at driving improved ethical practice through the Council's supply chain. The policy therefore impacts suppliers wanting to engage in procurement activity with the Council, with Rotherham residents, business and communities being the end beneficiaries of any outcomes achieved.

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

This policy pulls together a range of other policy decisions / commitments made by the Council to form an umbrella Ethical Procurement Policy. Equality considerations was considered as part of these individual decisions / commitments made.

From a purely procurement perspective, the Procurement team already collate information on the location suppliers are based (Rotherham, South Yorkshire, Yorkshire and Humber, National and International).

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

Work is ongoing to identify analysis to be able to better understand the size of organisations doing business with the Council (i.e. Micro, Small, Medium, Large) as well as the company trading type (i.e. PLC). Under the Procurement Act 2023, the Council has a duty to give regard to the barriers faced by SMEs in engaging in procurement activity, so this data will help inform our performance in this area.

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

This policy pulls together a range of other policy decisions / commitments made by the Council to form an umbrella Ethical Procurement Policy. Relevant monitoring arrangements will be in place for each of these individual decisions / commitments (were appropriate).

In addition, some of the policies / commitments made are used to inform how Services draft specification requirements for future contracts, and therefore the monitoring arrangements will be applicable at the contract level.

<b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b>	N/A
<b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b>	<i>Direct engagement has not been undertaken with Staff but various training workshops around procurement is routinely undertaken throughout the year where procurement legislation, process and procedure is covered, but also specific reference to the Ethical Procurement Policy.</i>

#### 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)

Individual officers within Service Areas are responsible for considering the needs of different communities and groups for each individual commissioning / procurement process they undertake and this approach will be documented through the pre-procurement business case demonstrating how consideration has been given to this policy, which is approved by the relevant Service Area Assistant/Strategic Director.

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

Individual officers within Service Areas will be responsible for considering problems or barriers to communities or groups for each individual commissioning / procurement process and this will be documented through the pre-procurement business case, which will be approved by the relevant Service Area Assistant / Strategic Director.

The Council has a legal obligation to consider the engagement of Small to Medium Enterprises (SMEs) in it's procurement activity, therefore in delivering against the differing policy commitments in the Ethical Procurement Policy careful consideration must be given

by Services in the development of their pre-procurement activity to ensure that the requirements identified are presented in a proportionate manner so as not to act as a barrier for SMEs to engage in the process.

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

In the financial year 2023/24 the Council spent c£425m with third party suppliers / contractors on a range of Goods, Works and Services. Procurement is therefore considered an enabler in assisting the Council to deliver its strategic objectives by using its purchasing power to drive socio-economic and environmental improvements for its residents and society at large through its supply chain.

Individual officers within Service Areas will be responsible for considering positive impacts for each individual commissioning / procurement process and this will be documented through the pre-procurement business case, which will be approved by the relevant Service Area Assistant / Strategic Director

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

It is not expected there will be a significant impact. The key objectives from the Procurement Act 2023 are detailed below:

**Section 12 – Covered procurement: objectives**

1. In carrying out a covered procurement, a contracting authority must have regard to the importance of
  - a. delivering value for money;
  - b. maximising public benefit;
  - c. sharing information for the purpose of allowing suppliers and others to understand the authority's procurement policies and decisions;
  - d. acting, and being seen to act, with integrity.
2. In carrying out a covered procurement, a contracting authority must treat suppliers the same unless a difference between the suppliers justifies different treatment.
3. If a contracting authority considers that different treatment is justified in a particular case, the authority must take all reasonable steps to ensure it does not put a supplier at an unfair advantage or disadvantage.
4. In carrying out a covered procurement, a contracting authority must
  - a. have regard to the fact that small and medium-sized enterprises may face particular barriers to participation, and
  - b. consider whether such barriers can be removed or reduced.

When procuring individual contracts, officers within Service Areas will be responsible for considering community relations specific to their requirement and this will be documented through the pre-procurement business case, which will be approved by the relevant Service Area Assistant/Strategic Director.

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

## **5. Summary of findings and Equality Analysis Action Plan**

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

<b>Title of analysis:</b> Ethical Procurement Policy Refresh 2025
<b>Directorate and service area:</b> Finance & Customer Services / Financial Services
<b>Lead Manager:</b> Karen Middlebrook
<b>Summary of findings:</b>
<p>There are no direct findings as a result of the refresh of this policy. Equality considerations were considered at the time the individual policy decisions commitments were made and the principles of equality are embedded into procurement legislation that describes how procurement activity is to be undertaken.</p> <p>For future commissioning / procurement projects, equalities will be considered and incorporated into the pre-procurement business case which will be approved by the relevant Service Area Assistant/Strategic Director.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)


\*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

## 6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Karen Middlebrook	Head of Procurement	28/05/2025
Rob Mahon	Assistant Director; Financial Services	02/06/2025

## 7. Publishing

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

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

A copy should also be sent to [equality@rotherham.gov.uk](mailto: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.

<b>Date Equality Analysis completed</b>	28 May 2025
<b>Report title and date</b>	Ethical Procurement Policy Refresh 2025
<b>Date report sent for publication</b>	

<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	29.05.25
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Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified:			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across the Borough as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	Decrease	<p>As an umbrella policy for other commitments / policies agreed such as Climate Change, the UK Steel Charter and Social Value, it should be expected that these would drive a decrease in emissions in this area.</p> <p>Through the Council's pre-procurement activities, Services should be giving full and proper consideration in the design of their specifications to lower emission options for non-domestic buildings and ensuring this is incorporated into the tender requirements for Contractors to bid against and become contractually bound by if they are successful.</p>			As the Ethical Procurement Policy is an umbrella policy capturing commitments / decisions no direct monitoring will be undertaken via this policy, but is likely to be captured in other updates linked to the Social Value Policy and the Council's climate change workstreams.

Emissions from transport?	Decrease	<p>As an umbrella policy for other commitments / policies agreed such as Climate Change, the UK Steel Charter and Social Value, it should be expected that these would drive a decrease in emissions in this area.</p> <p>Through the Council's pre-procurement activities, Services should be giving full and proper consideration in the design of their specifications to lower emission options for transport and increase our spend with local suppliers and ensuring this is incorporated into the tender requirements for Contractors to bid against and become contractually bound by if they are successful.</p>			<p>As the Ethical Procurement Policy is an umbrella policy capturing commitments / decisions no direct monitoring will be undertaken via this policy, but is likely to be captured in other updates linked to the Social Value Policy and the Council's climate change workstreams.</p>
Emissions from waste, or the quantity of waste itself?	Decrease	<p>As an umbrella policy for other commitments / policies agreed such as Climate Change, the UK Steel Charter and Social Value, it should be expected that these would drive a decrease in emissions in this area.</p>			<p>As the Ethical Procurement Policy is an umbrella policy capturing commitments / decisions no direct monitoring will be undertaken via this policy, but is likely to be captured in other updates linked to the Social Value Policy and the Council's</p>

		Through the Council's pre-procurement activities, Services should be giving full and proper consideration in the design of their specifications to lower emission options from waste, or by considering how waste could be reduced, re-used and recycled and ensuring this is incorporated into the tender requirements for Contractors to bid against and become contractually bound by if they are successful.			climate change workstreams.
Emissions from housing and domestic buildings?	Decrease	<p>As an umbrella policy for other commitments / policies agreed such as Climate Change, the UK Steel Charter and Social Value, it should be expected that these would drive a decrease in emissions in this area.</p> <p>Through the Council's pre-procurement activities, Services should be giving full and proper consideration in the design of their specifications to lower emission options for</p>			As the Ethical Procurement Policy is an umbrella policy capturing commitments / decisions no direct monitoring will be undertaken via this policy, but is likely to be captured in other updates linked to the Social Value Policy and the Council's climate change workstreams.

		housing and domestic buildings and ensuring this is incorporated into the tender requirements for Contractors to bid against and become contractually bound by if they are successful.			
Emissions from construction and/or development?	Decrease	<p>As an umbrella policy for other commitments / policies agreed such as Climate Change, the UK Steel Charter and Social Value, it should be expected that these would drive a decrease in emissions in this area.</p> <p>Through the Council's pre-procurement activities, Services should be giving full and proper consideration in the design of their specifications to lower emission options from construction or developments and ensuring this is incorporated into the tender requirements for Contractors to bid against and become contractually bound by if they are successful.</p>			As the Ethical Procurement Policy is an umbrella policy capturing commitments / decisions no direct monitoring will be undertaken via this policy, but is likely to be captured in other updates linked to the Social Value Policy and the Council's climate change workstreams.

Carbon capture (e.g. through trees)?	None				
Identify any emissions impacts associated with this decision which have not been covered by the above fields:					
N/A					

<p>Will the proposal affect Council services' resilience to climate change, or the capacity of people living in the Borough to adapt to climate change?</p> <p>Whilst there are no direct impacts in relation to the recommendations detailed in the report, as identified the policy that has been refreshed acts as an umbrella policy for other Council policies / commitments that if implemented by Services in the design of their procurement activity could drive improvements relating to broader resilience, and by extension resilience to climate change impacts. These could include increased spend with local suppliers; tackling modern slavery and supporting the Real Living Wage.</p>
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<p>Provide a summary of all impacts and mitigation/monitoring measures:</p> <p>Whilst there are no direct impacts in relation to the recommendations detailed in the report, as identified the policy that has been refreshed acts as an umbrella policy for other Council policies / commitments that if implemented by Services in the design of their procurement activity could drive improvements relating to climate change.</p>
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Supporting information:	
Climate Impact Assessment Author	Karen Middlebrook Head of Procurement 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: CIA480

	Katie Rockett Climate Change Officer
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**Committee Name and Date of Committee Meeting**

Cabinet – 07 July 2025

**Report Title**

Financial Outturn 2024/25

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

Yes

**Strategic Director Approving Submission of the Report**

Judith Badger, Strategic Director of Finance and Customer Services

**Report Author(s)**

Rob Mahon, Assistant Director – Financial Services  
01709 254518 or rob.mahon@rotherham.gov.uk

**Ward(s) Affected**

Borough-Wide

**Report Summary**

The report outlines the final revenue and capital outturn position for 2024/25.

The Council set a balanced budget position for 2024/25 as part of the Budget and Council Tax Report 2024/25 approved at Council 28 February 2024. A Revenue Budget of £326.1m was set for General Fund services, this excludes schools' budgets and Housing Revenue Account (HRA). The Medium-Term Financial Strategy (MTFS) contained within that report included a balanced position for 2024/25, and a funding gap of £6.6m for 2025/26. This Budget and MTFS position was based on sound financial assumptions at the time, factoring in budget contingencies for service demand pressures in particular within Social Care and Home to School Transport.

However, the Council has seen, during 2024/25, significant demand and market pressure challenges in Adult Social Care and pressures above the planned contingencies for Children's Social Care and Home to School Transport. In addition, the Council is still impacted by the inflationary pressures in the economy, which have increased the Council's base costs further.

The December Financial Monitoring Report 2024/25 submitted to Cabinet on 10 February 2025 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 also to Council on 5 March 2025. The overspend was proposed to be funded from the Budget and Financial

Strategy Reserve. However, the report noted the Council's intention was to further improve that outturn position, if possible, which would see a lower value call on reserves.

The actual financial outturn position reflects an overspend of £0.3m for the financial year 2024/25. This was an improvement of £2.8m from the December Financial Monitoring reported to February Cabinet, as a result of service areas delivering further savings ahead of year-end, maximising grant allocations, improvements in income were recognised and the Council generated further savings in Treasury Management.

The Council's final overspend position of £0.3m has been funded by use of £0.3m of the Budget and Financial Strategy Reserve as approved within the Budget and Council Tax Report 2025/26.

Following approval of the 2024/25 Budget, the global economic position has improved with inflation easing, reducing from 11.1% in October 2022 at its peak back down to 1.7% in September 2024. Inflation has since started to rise again as the economy has slowed with inflation back at 2.6% in March 2025, highlighting that the economic uncertainty has not yet ended. The Council's base costs have continued to significantly rise across the period of high inflation and need to continue to be factored into the Budget and MTFS moving forwards. Energy prices, whilst also positively reducing, are still projected to cost the Council around 60% more in 2025/26 than the outturn position for 2022/23, prior to the significant inflationary increase. These financial challenges are being regularly reviewed as part of the Council's ongoing Medium Term Financial Planning.

Although inflation is easing, the Local Government Association (LGA) Pay Award was agreed with a financial impact £3m greater than was assumed within the Budget for 2024/25. However, the majority of this was covered by in-year savings within Treasury Management.

The Council's General Fund minimum balance has remained at £25m as planned and set out within the Council's Reserves Strategy reported in the Budget and Council Tax Report 2024/25 and 2025/26. The reserve is held to protect the Council against unforeseen events and realisation of contingent liabilities.

The Housing Revenue Account had an underspend of £4.4m. As a result of this the HRA was able to transfer to reserves £5.8m, instead of the planned £1.4m, an improvement of £4.4m. This will help the HRA to mitigate the financial challenges presented by increased maintenance requirements over the medium term.

The Capital Programme outturn position shows slippage and underspend of £31.8m against the Budget for 2024/25. Capital expenditure (programme delivery) in the year was in line with previous years at £140.6m (2023/24 outturn was £140.7m).

## **Recommendations**

That Cabinet:

1. Note the revenue outturn position for 2024/25.



2. Note the budgeted transfer to HRA reserves increased by £4.4m following the revenue and capital outturn positions.
3. Note the carry forward of the combined surplus schools balance of £2.3m in accordance with the Department for Education regulations.
4. Note the reserves position set out in paragraphs 2.52 to 2.57.
5. Note the capital outturn, funding position and programme variations as set out in paragraphs 2.58 to 2.91.
6. Approve the capital budget variations as detailed in section 2.79 to 2.82 of the report.
7. Note the position on CRSTS Revenue Grant as set out in paragraphs 2.92 to 2.94 and delegate the decision to allocate and spend the remaining grant to the Assistant Director Planning Regeneration and Transport in consultation with the Section 151 Officer and the Cabinet Member.

### **List of Appendices Included**

Appendices 1 – Capital Programme 2025/26 to 2028/29

Appendix 2 Equalities Impact Assessment

Appendix 3 Carbon Impact Assessment

### **Background Papers**

Budget and Council Tax 2024/25 Report to Council on 28<sup>th</sup> February 2024

May Budget Monitoring Report 2024/25 to Cabinet on 29<sup>th</sup> July 2024

July Budget Monitoring Report 2024/25 to Cabinet on 16<sup>th</sup> September 2024

September Budget Monitoring Report 2024/25 to Cabinet on 18<sup>th</sup> November 2024

November Budget Monitoring Report 2024/25 to Cabinet on 20<sup>th</sup> January 2025

December Budget Monitoring Report 2024/25 to Cabinet on 10<sup>th</sup> February 2025

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

Finance Update to Cabinet on 9<sup>th</sup> June 2025

### **Consideration by any other Council Committee, Scrutiny or Advisory Panel**

No

### **Council Approval Required**

No

### **Exempt from the Press and Public**

No

## Financial Outturn 2024/25

### 1. Background

- 1.1 This report sets out the Council's revenue, capital, HRA and schools outturn position in 2024/25. It also describes the details of the Council's reserves balances as at the end of the financial year. The Council set a revenue budget for 2024/25 of £326.1m and a 4-year Capital Programme of £508.964m.
- 1.2 Delivery of the Council's Revenue Budget, Medium Term Financial Strategy (MTFS) and Capital Programme within the parameters agreed by Council is essential if the Council's objectives are to be achieved. Financial performance is a key element within the assessment of the Council's overall performance framework.
- 1.3 This report is the final report in a series of financial monitoring reports to Cabinet for 2024/25, setting out the year end revenue budget outturn position in light of actual costs and income.

### 2. Key Issues

- 2.1 The Council's Directorates had an overspend position of £12.8m before mitigation. This was largely due to the following overall issues:
  - Placement pressures within Children and Young People's Services (£5.7m) and Adults Social Care (£7m).
  - Home to School Transport pressures within Children and Young People's Services in relation to the Children in Care Assisted Travel Budget (£0.8m) and in Regeneration and Environment in relation to the rest of the provision of Home to School Transport (£2.9m).
  - Provider inflation impacting Children and Young People's Services: fostering allowances and skills payments that have been uplifted based on the national minimum allowance and the impact that these uplifts have on provider payments for Independent Fostering Agencies and external residential placements.
  - Increased costs of homelessness due to increased demand.
  - Pressure across waste management on staffing, vehicle costs, disposal costs and related income.
  - Impact of the Local Government Association (LGA) Pay Award.
- 2.2 These pressures were offset by savings delivered from the Council's Treasury Management Strategy in Central Services and use of the corporate budget risk contingency of £6.9m. The final underspend in Central Services was £12.5m which reduced the Council's overall outturn to £0.3m overspend.
- 2.3 This Budget 2024/25 was supported by planned use of £4.2m from the Treasury Management Reserve, as approved within the Budget and Council Tax Report 2024/25. The financial outturn overspend of £0.3m was funded by the Budget & Financial Strategy Reserve. Whilst there were no plans to use the Budget and Financial Strategy Reserve in the Budget & Council Tax Report 2024/25, the final use was £2.8m less than anticipated in the approved Budget & Council Tax Report 2025/26. Overall, this reflects that whilst the Council has

faced some significant challenges, through robust management and controls and careful financial planning, the Council's overall financial position continues to improve.

## 2.4 Table 1: Revenue Outturn 2024/25

Table 1 below provides a summary of the Revenue Outturn for 2024/25. This is followed by a summary of the position by Directorate which includes an explanation of the key variances.

Directorate	Budget 2024/25	Outturn 2024/25	Variance over/under (-)
	£m	£m	£m
Children and Young People Services	70.6	75.7	5.0
Adult Care, Housing & Public Health	133.5	139.7	6.2
Regeneration and Environment Services	47.4	50.5	3.2
Finance and Customer Services	37.8	36.7	-1.1
Assistant Chief Executive	8.1	7.6	-0.5
Central Services	28.7	16.2	-12.5
<b>Directorate Forecast Outturn</b>	<b>326.1</b>	<b>326.4</b>	<b>0.3</b>
<b>Use of Reserves</b>			<b>-0.3</b>
<b>Final Outturn Position</b>			<b>0.0</b>
Dedicated Schools Grant			2.8
Housing Revenue Account (HRA)			-4.4

## 2.5 Children and Young People Services Directorate (£5.0m overspend)

- 2.6 The Children & Young People Services had a budget pressure of £5.0m at the end of March 2025. In the main the overall pressures relate to continued demands on children in care placements and home to school transport cost pressures in relation to the Children in Care Assisted Travel Budget and support with travel to post 16 and post 19 learners with Education Health Care Plan (EHCP).
- 2.7 The reported position includes the impact of £2.8m in-year budget recovery actions implemented to mitigate cost pressures. Implemented actions delivered include delay in recruitment, caps on discretionary spend, maximising or redirecting the use of grant funding. The following section summarises the key budget variances across the Children and Young Peoples Service (CYPS) directorate for the year.
- 2.8 Children Social Care was overspent by £5.7m and is mainly attributable to cost pressures within the children in care placements budget. Other cost pressures

such as Looked After Children (LAC) home to school transport and care leavers were offset by staffing underspends and budget recovery actions.

2.9 The overall children in care population number is 481 at the end of March 2025 against the assumed budget profile of 500. This continues the year-on-year reduction in children in care placements. The placements budget overspend of £5.7m can be explained as follows:

- External residential placements (overspend of £6.6m) – overspend is attributable to the high number of external residential care placements and some unanticipated high-cost placements in the year.
- In-house residential homes (underspend of £0.5m) – underspend due to slippage in the number of in-house homes operationally available and staffing vacancies / turnover.
- Foster Care placement costs (underspend of £0.3m) – underspend is due to reduced number of placements across external independent fostering agencies and the Council's in-house foster carers.
- Other placement costs (underspend of £0.1m) – relates to reduced spend across several placements' budgets e.g. supported accommodation, short breaks / respite, special guardianship orders, child arrangement, etc.

2.10 There was an underspend of £0.3m relating to staff vacancies and turnover on the Commissioning and Performance & Quality teams supported by additional grant income received.

2.11 The wider Directorate had a £0.4m underspend due to savings on strategic management costs, workforce development and training, and staffing underspend in the Safeguarding teams.

2.12 Early Help services had a £0.9m underspend, mainly attributable to staffing savings due to posts not being filled in the short term (business support; Early Help locality teams) and the maximisation of grant funding.

2.13 Education Services reported an overspend of £1.0m, which is attributable to Home to School Transport costs (post 19 learners with Education Health Care Plans (EHCP's) and staffing / agency pressures in Education Psychology and the Inclusion teams).

## **2.14 Dedicated Schools Grant (DSG) Budgets**

2.15 A surplus balance position of £2.3m is reported for 2024/25 for all 23 maintained schools (including the PRU (Pupil Referral Unit)) with delegated budgets. There were 2 schools that reported a year-end deficit totalling £0.1m. A budget recovery plan will be agreed with these schools to bring the budget back in balance.

2.16 A year end overspend or deficit of £2.8m is reported across all centrally retained DSG budgets and mainly relates to high needs / Special Educational Needs and Disabilities (SEND) budget pressures although offset by underspends in other central DSG budgets (e.g. Early Years). The overspend can be explained as follows:

- High Needs (overspend of £3.7m) – the overspend relates to spend on education provision on pupils with special education needs and disabilities. It compares unfavourably to the £1.2m deficit assumed in the Safety Valve Agreement and reflects increased pressures in the SEND system, namely, inflationary costs; increase in pupils with EHCPs; and continuing placements in independent specialist settings outside the Borough.
- Other Central DSG budgets (underspend of £0.9m) – this is mainly attributable to the Early Years DSG budgets and reflects increased funding received for the expansion of the childcare and nursery entitlement for 2-year-olds and under 2's that was implemented from September 2024.

2.17 The above centrally retained DSG overspend of £2.8m has been transferred into the DSG Reserve account. The closing position of the DSG reserve for 2024/25, after adjusting for Safety Valve monies received from Department of Education (DfE), was an accumulated deficit of £2.9m. This year-end deficit balance has been rolled forward into 2025/26. The current projections of the DSG Reserve for 2025/26 (which is the last year of the Safety Valve Agreement) show a forecast accumulated deficit of £3.8m.

## **2.18 Adult Care, Housing & Public Health (£6.2m overspend)**

2.19 The overall directorate is reporting a £6.2m overspend at the end of March 2025. This is made up of a £180k underspend in Neighbourhoods, a £6.8m overspend in Adult Social Care and a £420k underspend in Public Health.

2.20 The Adult Social Care (ASC) overspend of £6.8m was caused by £7m of overspend on rising demand and complexity of care packages. The main areas of overspend were older people and people with mental health need as packages increased significantly in the year. These pressures have been addressed as part of the Budget and Council Tax Report 2025/26.

2.21 Staffing budgets are £270k under budget due to vacancies which have eventually needed to be filled by agency placements, due to recruitment challenges, that provide cover for the service and some overtime payments for staff.

2.22 The Housing service (non-HRA) underspend of £180k consists of an overspend of £880k on temporary accommodation which includes the use of hotels to support the significant increase in homelessness demand seen during 2024/25, offset by increased income from the Furnished Homes programme and an increase in the volume of temporary accommodation from the Housing Revenue Account (HRA) utilised during the latter half of the year. As a result of this and increased investment in case management and prevention, the spend on hotels decreased significantly over the year with a peak of 83 households in April reducing to 17 by the end of the year.

2.23 The Public Health underspend of £420k was caused mainly by slippage in the Baby Packs programme.

**2.24 Regeneration and Environment Directorate (£3.2m overspend)**

2.25 The Directorate had an outturn of £3.2m in 2024/25 which was an improvement of £1.6m from the position reported as part of December's financial monitoring to Cabinet in February 2025.

2.26 Community Safety and Streetscene (CSS) was overspent by £3.7m. Demand and cost pressures in transporting Special Educational Needs (SEN) children, mainstream pupils and personal travel budgets have caused an overspend of £2.9m in Home to School Transport. Waste Management was overspent by £1.3m due to covering staff sickness, the impact of an ageing fleet and a lower resale value of recycled materials.

2.27 This position has improved by £0.9m since the last report. The Waste service has reduced its overspend by £0.3m mainly due to decreased agency costs; there has been a further £0.2m reduction in Home to School Transport's overspend as interventions have taken effect in relation to re-routing; and the Corporate Transport Unit, mainly an internal service, has improved by £0.3m mainly due to improved income.

2.28 Culture, Sport and Tourism (CST) was overspent by £0.2m which was mainly in relation to income shortfalls in the Country Parks. Whilst the service has an overspend of £0.2m, there has been an improvement of income generation during the final quarter of 2024/25.

2.29 Planning, Regeneration and Transport (PRT) was underspent by £0.6m. Under recovery of income in Planning and Building control of £0.3m and in Markets of £0.4m is offset by capitalisation of salaries across the service of £0.8m in Transportation and Regeneration, £0.2m of underspends against historic projects and £0.1m in Business Centres, owing to good occupancy.

2.30 This position has improved by £0.5m since the last report. There was a £0.2m improvement within Business Centres of £0.2m following capitalisation of repairs and improved occupancy. There was also additional capitalisation within Transportation of £0.2m and reductions in staffing costs in the Regeneration Team of £0.1m.

**2.31 Finance and Customer Services (£1.1m underspend)**

2.32 Corporate Services was underspent by £0.7m at year-end. There are a number of financial pressures across the services, particularly around Post and Print and recruitment within Legal Services leading to continued use of Locums. However, savings were achieved on Customer, Information and Digital Services, Financial Services and Legal disbursements, in relation to higher income in Registrars, grant maximisation, and vacancy management. These actions have mitigated the financial pressures and delivered an overall underspend to support the wider Council outturn.

2.33 Property and Facilities Services (PFS) was underspent by £0.4m. Building Cleaning was underspent by £1.0m because of income generation above budget and vacancies. In addition to this the Building Consultancy service over recovered £0.5m of income. To some extent these were offset by overspends within Facilities Management of £0.8m as a result of repairs costs and income under-recovery and Catering of £0.3m where increased costs weren't covered by income.

2.34 Overall Finance & Customer Services (FCS) position has improved since December monitoring as the service has looked to generate further savings to support the Council's attempts to balance the budget.

**2.35 Assistant Chief Executive (£0.5m underspend)**

2.36 The underspend at outturn is the consolidated result of all services delivering underspends in year from vacancy management and non-pay controls, despite a number of underlying budget pressures. Income of £89k for the services of the Chief Executive (CEX) to Nottingham City Council along with salary sacrifice income of £102k and additional grant income of £120k have further enabled the Directorate to deliver a favourable position.

**2.37 Central Services (£12.5m underspend)**

2.38 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. The total Treasury Management savings for 2024/25 were more than £5.6m, however, these savings have been used to offset wider Council impacts such as the Local Government Pay Award. 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.

2.39 Central Services has continued to see pressures as a result of higher base costs following the period of high inflation, energy prices and the impact of the 2024/25 Local Government Pay Award. However, the Council was able to build into the Council's Budget and Council Tax Report 2024/25 greater levels of funding to manage the impact of inflation, energy and pay. As such these impacts have been controlled within the existing budgetary provision. As stated within the Budget and Council Tax Report 2025/26 uncertainty in the global and UK economy remains a significant budget risk and as such will need to continue to be closely monitored.

2.40 Inflation has reduced significantly since September 2023. However, this doesn't mean that prices are falling, just that the rate of increase is slowing and higher prices become embedded in the base costs. These financial challenges are being regularly reviewed as part of the Council's ongoing Medium Term Financial Planning. As such, the Council will face short term financial pressures

that will need to be managed and mitigated through the Medium Term Financial Strategy and where required, the Council's reserves.

2.41 The Council's Treasury Management functions continued to perform well during 2024/25. The Council has held significant cash balances and has been able to invest them for a greater return given current high interest rates. This, in addition to slippage on the Capital Programme in 2024/25, meant the level of financing costs for 2024/25 was less than anticipated. The benefits from the Treasury Management function were used to support wider inflationary pressures that the Council faced during 2024/25 and reduce the call on reserves.

2.42 Central Services is made up of several corporate budgets for levies and charges such as the Integrated Transport Levy (ITL), Private Finance Initiative (PFI) Financing, and Treasury Management. A list of the main budget areas within Central Services was provided as part of the Council's Budget and Council Tax Report 2024/25, approved at Council 28 February 2024. The costs within this area are largely fixed costs, set out prior to the start of a financial year, not specific to a particular Directorate and are therefore not controllable by the directorates and thus held centrally. For example, the cost of levies for 2024/25 was set at £11.8m at the outset of 2024/25.

#### **2.43 Housing Revenue Account (HRA) (£4.4m underspend)**

2.44 The Housing Revenue Account is a statutory ring-fenced account that the Council has to maintain in respect of the income and expenditure incurred in relation to its council dwellings and associated assets. The HRA has underspent by £4.4m.

2.45 The overall underspend largely relates to £1.5m increased income and £1.9m underspend in repairs and maintenance. Most of the latter was because of contract shared savings and rebased fees for maintenance costs. Contract shared savings is a refund from repairs contractors based on the profits they made during the previous year once those have been confirmed and audited.

#### **2.46 Delivery of Savings**

2.47 A total of £9.904m of savings were scheduled to be delivered in 2024/25. This is a combination of £5.201m still outstanding from the Budget & Council Tax Report 2022/23, along with £4.703m from the Budget and Council Tax Report 2023/24. It is confirmed that £5.002m of delivery was secured in 2024/25. The biggest challenge on delivery related to CYPS Placements which has resulted in the Council being unable to fully deliver its savings programme by 31st March. It remains challenging to clearly link the positive outcomes being delivered by CYPS in terms of reduced LAC numbers to the savings targets, principally as the service has seen rising market cost pressures and a number of significantly high cost placements.



2.48 **Table 2: Delivery of Agreed Savings:**

Directorate	2024/25 Plan (Total)	Secured as at 31 <sup>st</sup> March 2025	2025/26 Still to be Delivered
FCS & ACX	645	645	-
Children's and Young Peoples Services	5,850	1,059	4,791
Adult Care, Housing and Public Health	1,998	1,998	-
Regeneration and Environment	1,411	1,300	111
<b>Total</b>	<b>9,904</b>	<b>5,002</b>	<b>4,902</b>

2.49 LAC placement savings within CYPS have not been delivered due to the following factors:

- Actual reductions in external residential placements were less than planned and budgeted for the year despite good performance in the number of steps down achieved;
- There was slippage in the In-house residential programme due to issues with the purchase and adaptation of identified properties;
- Overall net reduction in the number of in-house foster carers in the year, resulting in reduced number of internal placements. Also, increasing breakdowns of independent fostering agency (IFA) placements mean children and young people are being placed in costly residential placements.

2.50 **Schools Outturn 2024/25**

2.51 School balances at the end of 2024/25 for the Council's maintained schools was £2.357m. This represents the net surplus balances (i.e. unspent budgets), for all maintained schools including the Pupil Referral Units (PRUs). This represents a decrease of £0.093m on the previous year.

2.52 **Reserves**

2.53 The Budget and Council Tax Report 2024/25 approved the use of £4.2m from Treasury Management Savings Reserve to support the Budget Strategy. The Financial Monitoring Report 2024/25 submitted to Cabinet on 10th February 2025 was based on the financial monitoring position as at December 2024, which outlined that the Council anticipated an overspend of £3.1m. The overspend was to be funded from Reserves as approved at Council as part of the Budget and Council Tax 2025/26 report, though the report noted the Council's intention was to further improve that outturn position, if possible, which would see a lower value call on reserves.

2.54 The table below sets out the reserves position as at the outturn 2024/25 compared against the updated expected position set out in the Budget and Council Tax Report 2025/26.

The bullet points below explain the reasons for variation.

- Treasury Management Savings Reserve has increased since the 2024/25 Budget was set at Council on the 28th February 2024. This is due to an improved financial outturn position for 2023/24 and 2024/25 meaning that the Council's position required less support from treasury savings built up. Also, as the Treasury Management Strategy has continued to generate significant in year savings for the Council, these savings have been used to support in year pressures and reduce the call on the reserve for 2024/25. The Treasury Management Reserve has increased by £0.4m since the update provided in the Budget and Council Tax Report 2025/26.
- The Corporate Revenue Grants Reserve now stands at £3.1m, it is made up of ringfenced grants that are expected to be used across the MTFS period though at present the Council are unable to project specifically when.
- Whilst there were no plans to use the Budget and Financial Strategy Reserve in the original Budget & Council Tax Report 2024/25, the Budget and Council Tax Report 2025/26 approved the use of £3.1m to fund the 2024/25 outturn position. However, given the final outturn position was an overspend of £0.3m, the actual use was £2.8m less than anticipated in the approved Budget & Council Tax Report 2025/26.

2.55 In summary, this means that the total of Corporate Reserves balance at the Financial Outturn 2024/25 is £55.3m, which is £4.7m more than the £50.6m estimated in the Budget and Council Tax 2025/26 report. The individual reserve balances are shown in the table below. The Budget and Council Tax Report 2025/26 planned for £0.4m use of reserves in 2025/26. Based on the 2024/25 financial outturn position, that will leave a total of £54.9m Corporate Reserves at the end of the 2025/26 financial year.

The Corporate Reserve balances are shown in the table below.

**Table 3: Total Corporate Earmarked Reserves as at 31 March 2025**

	<b>Projected Balance at 31 March 2025 (per Budget Report 25/26)</b>	<b>Actual Balance as at 31 March 2025</b>	<b>Variance</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>
<b>General Fund Reserves</b>			
Budget and Financial Strategy	10.8	13.6	2.8
Business Rates	4.0	4.0	0.0
PFI Reserve - Leisure	0.0	0.3	0.3
Insurance Fund Reserve	0.0	0.0	0.0

Corporate Revenue Grants Reserve	2.5	3.1	0.6
Covid Recovery Fund	0.0	0.0	0.0
Local Council Tax Support Grant	0.9	0.8	-0.1
Collection Fund Income Guarantee Grant	0.0	0.7	0.7
Treasury Management Savings	7.4	7.8	0.4
<b>Total</b>	<b>25.6</b>	<b>30.3</b>	<b>4.7</b>
<b>General Fund Minimum Balance</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>
<b>Total General Fund</b>	<b>50.6</b>	<b>55.3</b>	<b>4.7</b>

## 2.56 Capital Reserves

2.57 The total earmarked and un-earmarked capital reserve balances at the end of 2024/25 are shown in Table 4 below.

**Table 4 Capital Reserves as at 31 March 2025**

	Balance as at 31 March 2025	Committed Resources	Un-earmarked as at 31 March 2025
	£m	£m	£m
<b>Capital Receipts Reserve</b>			
General Fund	0.0	0.0	0.0
Housing (Corporately held)	18.1	18.1	0.0
HRA	2.3	2.3	0.0
<b>Sub-Total</b>	<b>20.4</b>	<b>20.4</b>	<b>0.0</b>
<b>Capital Grants – Unapplied</b>			
General Fund	67.8	67.8	0.0
HRA	1.7	1.7	0.0
<b>Sub-Total</b>	<b>69.5</b>	<b>69.5</b>	<b>0.0</b>
<b>Major Repairs Reserve – HRA</b>			
	8.5	8.5	0
<b>Total</b>	<b>98.4</b>	<b>98.4</b>	<b>0.0</b>

## 2.58 CAPITAL OUTTURN 2024/25

2.59 The outturn on the Capital Programme was £140.590m (2023/24 £140.7m). The final Capital Programme Budget was £172.418m split between the General Fund £115.135m and HRA £57.283m with underspend and slippage of (£31.858m). The programme was ambitious; however, the continued impact of inflation and an overloaded construction market has significantly impacted its delivery. This has been seen through restrictions to scheme delivery on contractors and the need to re-think, reengineer schemes or find new funding solutions when inflationary based cost increases have been forecast.

- 2.60 The level of slippage on the Capital Programme is reflective of the delivery challenges that the Council faces due to built up demand in the supplier market following Covid restrictions, inflation and the Council's Capital Programme being the largest it has ever been. The outturn position shows that 81.5% of the planned expenditure has been delivered. The Council is on an improvement journey in terms of Capital delivery and management with work underway to review the delivery side of the Capital Programme, in order to identify areas for improvement.

**Table 5 Capital Outturn 2024/25**

Directorate	2024/25 Budget	2024/25 Outturn	2024/25 Variance
	£m	£m	£m
<b>General Fund Capital</b>			
Children and Young Peoples Services	7.746	6.829	-0.917
Assistant Chief Executive	0.340	0.123	-0.217
Adult Care & Housing	8.998	8.414	-0.584
Finance & Customer Services	20.357	7.423	-12.934
Regeneration & Environment	77.695	62.348	-15.347
<b>Total General Fund Capital</b>	<b>115.135</b>	<b>85.137</b>	<b>-29.998</b>
<b>Total HRA Capital</b>	<b>57.283</b>	<b>55.453</b>	<b>-1.830</b>
<b>Total RMBC Capital Programme</b>	<b>172.418</b>	<b>140.590</b>	<b>-31.828</b>

## 2.61 Children and Young People's Service

- 2.62 The CYPS Capital Programme outturn has a variance of £0.917m against the approved budget of £7.746m. The main items contributing to this position are:

- Children's Residential Homes, £701k slippage. The purchase of one of these properties is now due in the summer of 2025/26 resulting in slippage of costs from 2024/25. There have been challenges in identifying suitable property types in suitable locations and then gaining necessary planning approvals.
- Primary Schools, £836k slippage. Most of this slippage relates to one project, the contract for which will be completed by July 2025. The delivery contract commenced later than expected resulting in the slippage in 2024/25.

- Special schools, £645k slippage. Budget has slipped on special schools' accessibility budget as spend and implementation of schemes by schools has been slower than anticipated as well as delays in delivery on Winterhill and Maltby resource centres causing slippage into 2025/26.
- Schools PFI Life Cycle Programme, £1.651m budget brought forward. The information on spend is only provided by the PFI provider towards year end and budget has been amended to reflect expenditure for 2024/25.

2.63 As part of the outturn position the following key outputs have been delivered.

#### **Children in Care Sufficiency**

- Peacock Lodge 2 bed children's home fully refurbished to Ofsted standards. The provision has now been registered with Ofsted.
- One new build 2 bed children's home completed for young people with complex needs. The provision is awaiting Ofsted registration and will be known as Oak Tree House.

#### **SEND Sufficiency**

- New SEND provision created at Thurcroft Junior Academy, Maltby Manor Academy, Winterhill School and Brinsworth Whitehill creating 40 new SEND places.
- Refurbishment of Herringthorpe Youth and Community Centre to re-purpose for SEND education creating 30 new special school places for Elements Academy.
- 33 successful capital accessibility small grants from mainstream schools, improving mainstream school provision for pupils with SEND.

### **2.64 Adult Care & Housing**

2.65 The Adult Care & Housing Capital Programme outturn had a variance of £0.584m against the approved budget of £8.998m. The main items contributing to this position are:

- Fair Access to All (Aids and Adaptations Privates – Disabled Facilities Grant's), acceleration of £497k. This is due to an increase in demand for the service and an increase in the cost of materials along with improved operational processing.
- Rothercare Digital Switchover, slippage of £656k. The Council's external provider did not achieve delivery plan targets, resulting in spend slipping into 2025/26.

2.66 As part of the outturn position the following key outputs have been delivered.

- 214 Disabled Facilities Grant's (DFG's) completed. Works include installation of level access showers, ramps, ceiling hoists, stairlifts, extensions, handrails, door widening and dropping of kerbs.

## **2.67 Assistant Chief Executive**

2.68 The Assistant Chief Executive Capital Programme outturn had £217k of underspend and slippage against the approved budget of £340k.

2.69 As part of the outturn position the following key outputs have been delivered:

- 34 projects supported across the borough through the ward allocations, broken down as follows:-
  - North – 10 projects
  - South – 9 projects
  - Central – 15 projects

## **2.70 Finance and Customer Services**

2.71 The Finance & Customer Services Capital Programme outturn had £12.934m of underspend and slippage against the approved budget of £20.357m. The main items contributing to this position are:

- Building Decarbonisation, slippage of £5.066m. This is due to issues with gaining a third party heat network provider which have delayed the project until 2026/27.
- Electric Vehicle charging infrastructure, slippage of £935k. This is due to a move to cheaper more robust chargers as well as delays caused by legal issues relating to subsidy control and its complicated concession structure.
- Facilities Management and Operational Buildings, slippage of £3.324m. This is due to the service needing to improve its approach to Capital Programme planning and move towards a survey based, structured capital repairs and maintenance programme.

2.72 As part of the outturn position the following key outputs have been delivered:

- Implementation of a corporate online booking system for resident services such as sports pitches, pest control, 'healthy holidays', bike and water sports hire.
- Procurement of a visitor management system for self-service check-in of visitors to Riverside House and Rockingham Professional Development Centre (PDC).
- Implementation of 'care cubed' to better manage adult care packages to save the Council money.
- Delivered circa 1,000 digital inclusion sessions and distributed over 1,500 free sim cards.
- Provided free public WiFi access in an additional 6 neighbourhood centres and 5 Children's homes.
- Upgraded network security to improve business continuity in the event of network loss – due for implementation in Summer 2025.
- Provided networking capability for CCTV and parking provision at Forge Island.
- Extended our 'WiFi first' networking to 9 sites.

## **2.73 Regeneration & Environment**

2.74 The Regeneration & Environment Capital Programme outturn had slippage of £15.347m against the approved budget of £77.695m. The main variances contributing to this position were:

- Rotherham Markets redevelopment (including Community Hub), slippage of £1.633m. The project was delayed whilst awaiting approval of a Section 73 planning submission.
- Forge Island Commercial Development, slippage of £2.594m. The project is substantively complete and this slippage relates to the final retention payment which will be released through to July 2025.
- Century 1 – Roof Replacement, slippage of £0.600m. Work is ongoing on this project at the procurement stage. The expectation is that works will be undertaken within 2025/26.
- Towns and Villages Fund, slippage of £726k. Includes £490k of slippage on Our Places Fund as per timescales approved by Cabinet in December 2024.
- Sheffield Road, underspend of £0.552m. Approval is being sought from the funders to reallocate remaining budget to other projects to maximise its impact in the borough.
- Strategic Acquisitions Fund, slippage of £1.300m. This is due to a lack of appropriate properties for acquisition being identified and acquired in year.

## **Community Safety & Streetscene**

- Drainage flood alleviation programme, slippage of £908k. This has been caused by unexpected complexities in the design process and ongoing negotiations for access to land for surveys.
- 2020-2024 Roads Programme, slippage of £739k. There were 132 Unclassified (estate) roads included in the 2024 - 2025 Highway Repair Programme. 121 Schemes were completed by the end of the 2024/25 financial year. The 11 projects that are still to be completed were affected by winter conditions in January 2025 and road space availability. These roads will be delivered during the 2025 – 2026 financial year.
- Pavement improvements, slippage of £519k. Footway Repairs Programme 2024/25 included patch repairs and planned micro-asphalt surface treatment which is a weather dependant process and was affected by poor weather during the spring / summer of 2024. Surface treatment schemes carried over will be completed during Summer 2025.

- Fleet Asset Improvements, slippage of £500k. 9 vehicles are awaiting refurb with an estimated completion time of 72 weeks. The slippage is therefore due to the length of the refurbishment process for waste collection vehicles.
- Treeton St Helen Church Yard, slippage of £589k. This slippage is due to delays in obtaining the necessary permissions from nearby property owners. Works are underway with completion expected in June 2025.
- Plant Equipment refresh – Grounds and Streets, slippage of £841k. This is due to a delay in the lead time with the manufacturers, the 10 ride-ons should be received in June 2025.

2.75 As part of the outturn position the following key outputs have been delivered:

- Forge Island has reached a practical completion and the Travelodge and Vetro Lounge are now open to the public.
- Swinton Library & Neighbourhood Hub officially opened to the public in July 2024. The new facility is located adjacent to the Civic Hall and forms part of the wider Swinton Town Centre redevelopment. The project has delivered a relocated library and neighbourhood hub, designed to provide a modern, accessible space for the local community and has seen an increase of 140% and 187% in adult and children's footfall respectively.
- Waterloo Kiln was restored in October 2024 following a £187k refurbishment with support from Rotherham Council Capital and funding from Historic England. The project involved improving the structure by replacing damaged brickwork, repointing the external mortar and installing new oak lintels. To improve access to the site, a new path has been installed as well as a wider doorway and level access into the kiln.
- 19 footway schemes were completed during 2024-2025 financial year.
- The condition of all classifications of Rotherham's roads continues to be better than the national average due to the ongoing Council Capital investment, specifically in the unclassified network (mainly estate type roads). The Council's unclassified road network had deteriorated below national average prior to Capital investment. The Council investment from 2020 arrested the deterioration and the £24m to 2024 Roads Programme Investment has achieved the Council's objective to improve the condition of the estate roads to better than National average. The current Investment of £12m over four years (which commenced 2024-2025) together with £1m from Department for Transport (DfT) funding, will continue to manage the condition at current state.

## 2.76 Housing Revenue Account (HRA)

2.77 The HRA Capital Programme outturn had a variance of £1.830m against the approved budget of £57.283m. The main variances contributing to this position were:



- Electricals, £544k overspend. Pressure is due to decision to purge electrical work in progress whilst contractor has capacity in order to reduce the backlog going into 2025/26.
- Major Voids, £1.151m overspend. This spend is required to bring properties back to a lettable standard. The overspend is due to higher void costs than anticipated due to a need to replace high value items such as kitchens and bathrooms.
- Strategic Acquisitions, £3.484m underspend. Due to 58 section 106 units at Brampton Vale which are now expected to be handed over in 2025/26. In addition, several properties in phase 1 of the Market acquisitions are in advanced stages of the purchase process and are expected to complete in early 2025/26.
- Aids and Adaptations, £591k overspend. This is a demand led service delivering mandatory public major adaptations. Demand has been higher than budgeted and has also seen an increase in material costs and the complexity of jobs.

2.78 As part of the outturn position the following key outputs have been delivered:

- Housing delivered £32.444m of investment in the Councils existing stock during 2024/25. The programme is split into multiple schemes for example, investing in external elements including window and roof renewals, fascia and soffit along with internal upgrades to boilers, improving communal areas, improving major elements in properties when they become void, increasing the energy efficiency of homes, and upgrading the fire doors to flats.
- 156 new Council homes delivered through the Council's Housing Delivery programme in the 2024/25 Financial Year, with a further 15.6% of our overall 1,000 homes target delivered in year, consisting of:
  - 10 new build homes at our award-winning scheme at East Herringthorpe.
  - 7 new homes through our Small Sites Homebuilding Initiative with a strong pipeline of delivery established for future years.
  - 64 homes acquired through the Market Acquisitions workstreams, including 20 for temporary accommodation.
  - 75 new homes acquired through S.106 agreements including a range of property types and areas, meeting the diverse needs of the Borough.
  - Activity started on 27 Council owned sites which will see further delivery in the 2025/26 financial year.
- 224 properties had replacement kitchens and/or bathrooms and associated electric works.

- A total of 1,715 properties have had replacement boilers and/or central heating systems. 1,003 of those were programmed to be delivered and 712 were delivered on an ad-hoc basis.
- 517 properties had their thermal efficiency increased by loft insulation top ups.
- 421 properties received over £5k investment to bring them back to a lettable standard via the major void process.
- 350 properties have had roofs replaced while 342 have had window and/or door replacements.
- 31 properties were renovated following flood damage at Catcliffe.
- The Environmental programme delivered 13 schemes across the borough. These included redesigning paths and steps around stock, repairing of boundary walls, resurfacing housing owned parking areas, landscaping of communal planting and relocation of bin pads away from properties to reduce potential fire spread to properties.

## **2.79 Capital Programme Variations**

2.80 The following variations to the Capital Programme cover significant variations between capital projects that are either key decision value or a change in use of corporate resources and as such need reporting to Cabinet.

## **2.81 Bereavement Services – Benches and Installation of Qibla Stone**

Capital funding had previously been approved for the installation of additional benches across cemetery sites and for the installation of a Qibla stone.

### **Cemetery Benches (£10k)**

Following a review of current practices and site needs, it has been determined that there is no operational requirement for additional benches at this time. Following the Council's proposals for benches, memorial benches were introduced by Dignity and have been provided at various sites. Introducing new, non-memorial benches could lead to inconsistency and potential dissatisfaction among families who have invested in memorial placements and unauthorised memorialisation of Council benches.

### **Qibla Stone installation (£8k)**

Community feedback has indicated that there was the potential for perceived disrespect or confusion. In light of this, and in consultation with the former portfolio holder it is suggested that the project should not proceed. This position remains supported by current feedback from community groups and operational considerations.

Cabinet approval is therefore sought for the non-utilisation of allocated capital budgets for these two bereavement service schemes. The total budget currently allocated to these schemes is £18k.

## 2.82 Riverside Gardens and Corporation Street

This variation proposes two changes; consolidation of “Pathfinder” grant funding to allow it to be reallocated and adjustment to the Riverside Garden and Corporation St project.

“Pathfinder” refers to the simplification and consolidation of numerous previously awarded central government capital grants into one pot. Two of the projects this has been allocated to are underspent, so it is proposed to hold this centrally until suitable alternatives are identified. The variation will create a £3,081k fund - £2,403k from 3-7 Corporation Street and £678k from Riverside Residential Quarter Acquisitions.

The second part of this variation proposes to combine additional works at the Ship Hill junction, fund additional demolition costs and to make improvements to paving and street lighting. This will increase the project’s budget to £10,889k from £9,439k by utilising several available funding streams - £400k from Town Centre Investment Fund, £390k from Pathfinder (as above), £550k from South Yorkshire Mayoral Combined Authority (SYMCA)’s Transforming Cities grant and £110k from Highways Capitalisation Lighting project.

## 2.83 Funding of the Capital Programme 2024/25

2.84 £140.590m of capital expenditure was funded as shown in the table below:

**Table 6 Funding of the Capital Programme 2024/25**

<b>Funding Stream</b>	<b>Outturn £m</b>
Grants and Contributions	52.681
Unsupported Borrowing	32.274
Capital Receipts	0.025
Revenue Contributions	0.157
<b>Total Funding - General Fund</b>	<b>85.137</b>
Grants and Contributions	3.540
Unsupported Borrowing	6.537
Housing Major Repairs Allowance	26.454
Useable Capital Receipts	13.102
Revenue Contributions	5.820
<b>Total Funding - HRA</b>	<b>55.453</b>
<b>Total</b>	<b>140.590</b>

## 2.85 Capital Receipts Outturn 2024/25

2.86 The Council is continuing to undertake a comprehensive review of its assets and buildings portfolio with the aim of rationalising both its operational and non-operational asset holdings. This may contribute future capital receipts

which are earmarked to support the revenue budget, in accordance with the Council's approved flexible use of capital receipts strategy.

- 2.87 In 2024/25 General Fund Capital receipts of £0.936m have been generated as shown in the table below. Although £0.249m of this was for loan repayments, these cannot be used to support the revenue budget as only those receipts for the disposal of property, plant and equipment can be used in that way.

**Table 7 – General Fund Capital Receipts Received in 2024/25**

<b>Description</b>	<b>Total as at 31<sup>st</sup> March 2025 £m</b>
Miscellaneous	-0.687
<b>Total Capital Receipts (Excluding loan repayments)</b>	<b>-0.687</b>
Repayment of Loans	-0.249
<b>Total Capital Receipts</b>	<b>-0.936</b>

- 2.88 Although capital receipts were generated in this financial year they were utilised to fund the expenditure on short life assets in order to reduce borrowing costs which is a more favourable overall outcome for the Council.

## **2.89 Updated Capital Programme 2025/26 to 2028/29**

- 2.90 The Capital Programme 2025/26 has been reset at £211.024m split between the General Fund £149.275m and HRA £61.749m.

- 2.91 The 2025/26 programme has decreased overall by £30.969m from the position reported to Cabinet in March 2025. The movement is based on the latest profiles of expenditure against schemes, following the 2024/25 outturn position, factoring in slippage from 2024/25 and new grant funding.

**Table 8: Updated Capital Programme 2025/26 to 2028/29**

<b>Directorate</b>	<b>2025/26</b>	<b>2026/27</b>	<b>2027/28</b>	<b>2028/29</b>	<b>Total</b>
	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
<b>General Fund Capital</b>					
Children and Young People's Services	14.879	9.403	6.836	17.120	48.238
Regeneration and Environment	104.493	47.835	12.473	14.140	178.941
Adult Care & Housing	13.902	4.924	8.969	6.927	34.721

Assistant Chief Executive	0.441	0.210	0.210	0.210	1.071
Finance and Customer Services	15.561	16.825	7.629	19.423	59.438
<b>Total General Fund Capital</b>	<b>149.275</b>	<b>79.197</b>	<b>36.116</b>	<b>57.820</b>	<b>322.408</b>
<b>Total HRA Capital</b>	<b>61.749</b>	<b>76.843</b>	<b>49.153</b>	<b>106.595</b>	<b>294.339</b>
<b>Total RMBC Capital Programme</b>	<b>211.024</b>	<b>156.040</b>	<b>85.269</b>	<b>164.415</b>	<b>616.748</b>

Table 9: Funding of the approved Capital Programme

<b>Funding Stream</b>	<b>2025/26 Budget</b>	<b>2026/27 Budget</b>	<b>2027/28 Budget</b>	<b>2028/29 Budget</b>	<b>Total Budget</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
Grants and Contributions	70.858	33.379	10.054	16.762	131.053
Unsupported Borrowing	77.729	45.678	25.919	40.912	190.239
Capital Receipts	0.551	0.000	0.000	0.000	0.551
HRA Contribution	0.137	0.140	0.143	0.146	0.566
<b>Total Funding - General Fund</b>	<b>149.275</b>	<b>79.197</b>	<b>36.116</b>	<b>57.820</b>	<b>322.408</b>
Grants and Contributions	2.837	2.883	0.816	27.847	34.384
Unsupported Borrowing	14.059	31.007	11.325	25.181	81.572
Housing Major Repairs Allowance	36.964	25.256	27.803	28.669	118.693
Capital Receipts	4.705	4.773	3.208	18.387	31.073
Revenue Contribution	3.183	12.924	6.000	6.511	28.617
<b>Total Funding - HRA</b>	<b>61.749</b>	<b>76.843</b>	<b>49.153</b>	<b>106.595</b>	<b>294.339</b>
<b>Total</b>	<b>211.024</b>	<b>156.040</b>	<b>85.269</b>	<b>164.415</b>	<b>616.748</b>

## 2.92 **CRSTS Revenue Grant**

2.93 City Regions Sustainable Transport Settlement (CRSTS) is a grant with both revenue and capital elements distributed via SYMCA. In order to support the delivery of its capital element, a total of £2,360,599 has been awarded, of which £873,109 has been spent up to 31<sup>st</sup> March 2025. Spend to date includes:

- Feasibility studies and research (including data collection)
- Training
- Specialist software
- Associated Council staffing costs and overheads
- Contribution to the Cycle Hub
- Development of the Mainline Station business case (to be reimbursed in the event that the next stage of the funding is successful)

2.94 There is £1,487,490 remaining, which is yet to be allocated. A delegation is sought to utilise the balance, as per recommendation 7.

## 3. **Options considered and recommended proposal**

3.1 This detail is set out in Section 2 above.

## 4. **Consultation on proposal**

4.1 None identified.

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

5.1 The Strategic Director - Finance and Customer Services is responsible for implementing any actions arising from the supported recommendations in this report.

5.2 These should be actioned at the earliest opportunity to aid the monitoring of the 2025/26 Revenue Budget and Capital Programme.

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

6.1 As set out in the sections above.

6.2 Project specific procurement implications are included in the main body of this report. There are no direct procurement implications arising from the recommendations detailed in this report.

## 7. **Legal Advice and Implications**

7.1 No direct implications.

## 8. **Human Resources Advice and Implications**

8.1 No direct implications.

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

9.1 No direct implications.

## 10. Equalities and Human Rights Advice and Implications

10.1 This is a finance update report, providing a review of the Council's outturn position for 2024/25. Any equalities and human rights impacts from service delivery have been or are detailed as service budgets, capital projects are pulled together for inclusion within the Council's revenue budget or Capital Programme.

10.2 An Initial Equality Screening Assessment (Part A) has been completed and is attached as Appendix 2.

## 11. Implications for CO2 Emissions and Climate Change

11.1 No direct implications.

## 12. Implications for Partners

12.1 No direct implications.

## 13. Risks and Mitigation

13.1 There are increasing cost pressures associated with the rising demand for social care services. The Council will continue to closely monitor its financial position throughout the year and if required management will implement appropriate mitigations.

13.2 The Council's Medium Term Financial Strategy will be revised and updated later in the year to reflect the estimated outcomes of any economic pressures that are impacting the Council's costs such as inflation and energy prices along with revised resources.

## 14. Accountable Officers

Rob Mahon, Assistant Director – Financial Services

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp OBE	23/06/25
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	19/06/25
Assistant Director of Legal Services (Monitoring Officer)	Phil Horsfield	19/06/25

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## **Capital Programme General Fund 2025/26 to 2029/30**

Appendix 1 - A

Directorate	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
<a href="#">Adult Care &amp; Housing</a>	13,901,790	4,923,540	8,968,596	6,926,976	34,720,902
<a href="#">Assistant Chief Executive</a>	440,584	210,040	210,040	210,040	1,070,704
<a href="#">Children &amp; Young Peoples Serv</a>	14,878,826	9,403,083	6,835,840	17,119,977	48,237,726
<a href="#">Finance &amp; Customer Services</a>	15,560,762	16,825,244	7,629,039	19,423,116	59,438,161
<a href="#">Regeneration &amp; Environment</a>	104,492,746	47,835,108	12,472,795	14,140,217	178,940,866
<b>Total</b>	<b>149,274,708</b>	<b>79,197,015</b>	<b>36,116,310</b>	<b>57,820,326</b>	<b>322,408,359</b>

### **Funding:**

Funding Stream	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
2) Capital Receipts GF	100,713	0	0	0	100,713
3) Capital Receipts HRA	450,000	0	0	0	450,000
4) Grants and Contributions	70,857,638	33,379,258	10,054,167	16,761,977	131,053,040
6) Revenue Contributions	137,000	140,000	143,000	146,000	566,000
7) Unsupported Borrowing-C	66,291,182	41,699,101	23,718,278	38,345,781	170,054,342
8) Unsupported Borrowing-S	11,438,175	3,978,656	2,200,865	2,566,568	20,184,264
<b>Total</b>	<b>149,274,708</b>	<b>79,197,015</b>	<b>36,116,310</b>	<b>57,820,326</b>	<b>322,408,359</b>

# Capital Programme General Fund 2025/26 to 2029/30

Appendix 1 - B

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget			
Adult Care & Housing	Adult Services	Adult Services	Assistive Technology	Assistive Technology Equipment	680,000	680,000	680,000	0	2,040,000			
				Rothercare Digital Switchover	1,681,002	0	0	0	1,681,002			
				Sub-Service Total	2,361,002	680,000	680,000	0	3,721,002			
			Extra Care Housing	Castle View Adult Care Units	1,713,925	19,725	0	0	1,733,650			
				Castle View Day Care Centre	4,889,041	76,815	0	0	4,965,856			
				LD accommodation	0	0	4,141,596	0	4,141,596			
				Sub-Service Total	6,602,966	96,540	4,141,596	0	10,841,102			
				REWS Equipment	REWS Capital	190,000	190,000	190,000	0	570,000		
			Sub-Service Total		190,000	190,000	190,000	0	570,000			
			Specialist Equipment	Webroster & associated equipmt	21,553	0	0	0	21,553			
				Sub-Service Total	21,553	0	0	0	21,553			
			Service Area Total				9,175,521	966,540	5,011,596	0	15,153,657	
			Service Total				9,175,521	966,540	5,011,596	0	15,153,657	
			Neighbourhood Capital Programm	Fair Access to All	Aids and Adaptations (Private	Private Adaps Bud Unall	2,797,000	2,197,000	2,197,000		2,197,000	9,388,000
						Sub-Service Total	2,797,000	2,197,000	2,197,000	2,197,000	9,388,000	
						Service Area Total	2,797,000	2,197,000	2,197,000	2,197,000	9,388,000	
				Neighbourhd	Affordable Housing	Warden St Leasehold Titles	97,469	0	0	0	97,469	
	Sub-Service Total	97,469				0	0	0	97,469			
	Monksbridge Demolition	Monksbridge, Dinnington			71,800	0	0	0	71,800			
		Sub-Service Total			71,800	0	0	0	71,800			
	Service Area Total				169,269	0	0	0	169,269			
	Service Total				2,966,269	2,197,000	2,197,000	2,197,000	9,557,269			
	Neighbourhood Improvements - N	Neighbourhood Improvements Non		Furnished Homes CPTL	Furnished Homes New CPTL	1,600,000	1,600,000	1,600,000	1,600,000	6,400,000		
					Furnished Homes Replace CPTL	160,000	160,000	160,000	160,000	640,000		
					Sub-Service Total	1,760,000	1,760,000	1,760,000	1,760,000	7,040,000		
				N'bourhood Grants Unallocated	N'Hoods Grants Unallocated	0	0	0	2,969,976	2,969,976		
			Sub-Service Total		0	0	0	2,969,976	2,969,976			
			Service Area Total				1,760,000	1,760,000	1,760,000	4,729,976	10,009,976	
		Service Total				1,760,000	1,760,000	1,760,000	4,729,976	10,009,976		
	Directorate Total				13,901,790	4,923,540	8,968,596	6,926,976	34,720,902			
Assistant Chief Executive	Assistant Chief Exec	Assistant Chief Exec	Assistant Chief Exec	Aston & Todwick	14,240	7,120	7,120	7,120	35,600			
				Aughton & Swallownest	13,263	7,120	7,120	7,120	34,623			
				Bramley & Ravenfeild	12,240	7,120	7,120	7,120	33,600			
				Brinsworth	14,240	7,120	7,120	7,120	35,600			
				Capt'l Inv't Ward Anst wdsetts	17,764	10,680	10,680	10,680	49,804			
				Capt'l Inv't-Ward - Bostn Ctle	17,716	10,680	10,680	10,680	49,756			
				Capt'l Inv't-Ward - Dinnington	20,975	10,680	10,680	10,680	53,015			
				Capt'l Inv't-Ward - Hooper	19,798	10,680	10,680	10,680	51,838			
				Capt'l Inv't-Ward - Keppel	19,279	10,680	10,680	10,680	51,319			
				Capt'l Inv't-Ward - Roth East	13,128	10,680	10,680	10,680	45,168			
				Capt'l Inv't-Ward - Roth West	18,861	10,680	10,680	10,680	50,901			
				Capt'l Inv't-Ward - RotherVale	14,608	7,120	7,120	7,120	35,968			
				Capt'l Inv't-Ward - Sitwell	21,360	10,680	10,680	10,680	53,400			
				Capt'l Inv't-Ward - Wales	9,763	7,120	7,120	7,120	31,123			
				Capt'l Inv't-Ward - Wath	12,142	7,120	7,120	7,120	33,502			
				Dalton & Thrybergh	14,240	7,120	7,120	7,120	35,600			
				Greasborough	11,270	7,120	7,120	7,120	32,630			

# Capital Programme General Fund 2025/26 to 2029/30

Appendix 1 - B

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
				Hellaby & Maltby West	11,948	7,120	7,120	7,120	33,308
				Keppel - CIL	55,481	0	0	0	55,481
				Kilnhurst & Swinton East	14,240	7,120	7,120	7,120	35,600
				Maltby East	14,240	7,120	7,120	7,120	35,600
				Rawmarsh East	8,547	7,120	7,120	7,120	29,907
				Rawmarsh West	11,424	7,120	7,120	7,120	32,784
				Swinton Rockingham	14,240	7,120	7,120	7,120	35,600
				Thurcroft & Wickersley South	8,035	7,120	7,120	7,120	29,395
				Wickersley North	21,360	10,680	10,680	10,680	53,400
				<b>Sub-Service Total</b>	<b>424,402</b>	<b>210,040</b>	<b>210,040</b>	<b>210,040</b>	<b>1,054,522</b>
			<b>Service Area Total</b>		<b>424,402</b>	<b>210,040</b>	<b>210,040</b>	<b>210,040</b>	<b>1,054,522</b>
		<b>Service Total</b>			<b>424,402</b>	<b>210,040</b>	<b>210,040</b>	<b>210,040</b>	<b>1,054,522</b>
	Democratic Services	Democratic Services	Democratic Services	Badsley More Lane Pr Comm Hub	16,182	0	0	0	16,182
				<b>Sub-Service Total</b>	<b>16,182</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16,182</b>
			<b>Service Area Total</b>		<b>16,182</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16,182</b>
		<b>Service Total</b>			<b>16,182</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16,182</b>
	<b>Directorate Total</b>				<b>440,584</b>	<b>210,040</b>	<b>210,040</b>	<b>210,040</b>	<b>1,070,704</b>
Children & Young Peoples Serv	CYPS - RMBC	Other CYPS	Children & Families	Adaptations - Foster Care	640,000	640,000	640,000	1,114,976	3,034,976
				CYPS RESI DFE PH IV Rowan	31,122	0	0	0	31,122
				CYPS Resi Home Unallocated	172,869	0	0	0	172,869
				CYPS RESI PH II Middle Lane	150,000	0	0	0	150,000
				CYPS RESI PH III Sitwell	20,097	0	0	0	20,097
				CYPS RESI PH III Walnut Drive	134,661	0	0	0	134,661
				CYPS RESI PH III-Mair Ct, Mgte	524,028	0	0	0	524,028
				CYPS RESI PH III-Woodclose, Ra	4,013	0	0	0	4,013
				Family Hub & Start for Life	70,364	0	0	0	70,364
				In House Child's Resi-vehicles	0	0	0	140,000	140,000
				In House Resi Complex Needs	378,000	0	0	0	378,000
				Wraparound Childcare grants	375,740	0	0	0	375,740
				<b>Sub-Service Total</b>	<b>2,500,894</b>	<b>640,000</b>	<b>640,000</b>	<b>1,254,976</b>	<b>5,035,870</b>
			<b>Service Area Total</b>		<b>2,500,894</b>	<b>640,000</b>	<b>640,000</b>	<b>1,254,976</b>	<b>5,035,870</b>
		Schools	Schools - Capitalised Enh	Badsley Moor PR New Boiler	176,183	0	0	0	176,183
				Blackburn Pr Fire Alarm	3,143	0	0	0	3,143
				Bramley S'side Fire Alarm	4,553	0	0	0	4,553
				Broom Valley Concrete rep ph 2	95,000	0	0	0	95,000
				Capitalised Enhancements Unall	836,968	500,000	453,030	350,000	2,139,998
				CEN Asbestos removal works	53,803	0	0	0	53,803
				CEN FWT Remedials CNTL CPTL	27,032	0	0	0	27,032
				Eastwood Village Latent Defect	127,748	0	0	0	127,748
				Minor Works Less than £10,000	15,291	0	0	0	15,291
				Rawmarsh Aspire Partia reroof	69,594	0	0	0	69,594
				Rawmarsh Thorogate New bolier	2,044	0	0	0	2,044
				R'hillFenc,Drainage,SportsHall	10,738	0	0	0	10,738
				Wales Primary Fire Safety imps	29,265	0	0	0	29,265
				<b>Sub-Service Total</b>	<b>1,451,362</b>	<b>500,000</b>	<b>453,030</b>	<b>350,000</b>	<b>2,754,392</b>
			Schools - Prims - Major	Waverley Jnr Primary Sch Ph II	1,479,146	0	0	0	1,479,146
				Waverley New Primary School	11,579	0	0	0	11,579
			<b>Sub-Service Total</b>		<b>1,490,725</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,490,725</b>
		Schools - Secs - Major	Brinsworth Acd- add places		0	0	0	1,686,731	1,686,731

# Capital Programme General Fund 2025/26 to 2029/30

Appendix 1 - B

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget			
			Schools - Spcls - Major	Secondary BUDGET UNALLOC	0	1,103,491	1,000,000	7,408,270	9,511,761			
				Sub-Service Total	0	1,103,491	1,000,000	9,095,001	11,198,492			
				Newman (Dinnington), Refurb	1,136,000	0	0	0	1,136,000			
				SEND PH III Dinnington Adaptat	1,535	0	0	0	1,535			
				SEND Ph IV - Brin Acad Res Cen	399,850	0	0	0	399,850			
				SEND Ph IV - Dinn Sec Res Cen	399,850	0	0	0	399,850			
				SEND Ph IV - Maltby Res Cen	316,440	0	0	0	316,440			
				SEND Ph IV - Resource Centres	456,324	0	0	0	456,324			
				SEND Ph IV - St Pius Res Cen	386,760	0	0	0	386,760			
				SEND Ph IV - Wales Res Cen	406,987	0	0	0	406,987			
				SEND Ph IV - W'hill Res Cen	366,378	0	0	0	366,378			
				SEND Ph IV- Mainstream Sch Acc	962,486	0	0	0	962,486			
				SEND Ph IV- Special Sch Acc	700,035	0	0	0	700,035			
				SEND Ph IV -Whitehall Res Cen	19,114	0	0	0	19,114			
				SEND Ph VNewman & Dinnington	1,367,000	0	0	0	1,367,000			
				Special BUDGET UNALLOC	782,609	4,739,592	2,000,000	2,000,000	9,522,201			
				Sub-Service Total	7,701,368	4,739,592	2,000,000	2,000,000	16,440,960			
				Schools PFI Life Cycle Program	Schools PFI Life Cycle Program	1,590,598	2,270,000	2,270,000	4,270,000	10,400,598		
				Sub-Service Total	1,590,598	2,270,000	2,270,000	4,270,000	10,400,598			
				Service Area Total	12,234,053	8,613,083	5,723,030	15,715,001	42,285,167			
				Service Total	14,734,947	9,253,083	6,363,030	16,969,977	47,321,037			
				DFC	DFC - RMBC	DFC - RMBC all	DFCG Unallocated	143,879	150,000	472,810	150,000	916,689
							Sub-Service Total	143,879	150,000	472,810	150,000	916,689
	Service Area Total	143,879	150,000				472,810	150,000	916,689			
	Service Total	143,879	150,000				472,810	150,000	916,689			
	Directorate Total					14,878,826	9,403,083	6,835,840	17,119,977	48,237,726		
	Finance & Customer Services	Bereavement Services	Bereavement Services	Bereavement Services	Independent Expert Review	11,920	0	0	0	11,920		
					Maltby Cemetery Fence	795	0	0	0	795		
R'marsh Gr'brough Ln Cem Fence					11,930	0	0	0	11,930			
R'marsh High St Ln Cem Fence					7,018	0	0	0	7,018			
Sub-Service Total					31,663	0	0	0	31,663			
Service Area Total					31,663	0	0	0	31,663			
Service Total					31,663	0	0	0	31,663			
Service Total					31,663	0	0	0	31,663			
F&CS (DUMMY)		F&CS	F&CS - REFCUS	Capital Inflation Contingency	0	0	0	12,298,966	12,298,966			
				Sub-Service Total	0	0	0	12,298,966	12,298,966			
				Service Area Total	0	0	0	12,298,966	12,298,966			
				Service Total	0	0	0	12,298,966	12,298,966			
ICT		ICT 2	ICT 2	Archives & Studies D'tal Upgra	22,000	0	0	0	22,000			
				Comm Safe&SS-Cust &DigitalPlan	745,000	0	0	0	745,000			
				Education System Replacement	1,140,000	645,000	0	0	1,785,000			
				Finl Sysms Upgrdes-ICT2	654,317	458,622	1,417,793	0	2,530,732			
				Fleet of MFD printers	20,000	61,278	76,500	0	157,778			
				HR System Replacement	0	0	500,000	1,000,000	1,500,000			
				HR System Upgrades-ICT2	7,622	0	0	0	7,622			
				Sub-Service Total	2,588,939	1,164,900	1,994,293	1,000,000	6,748,132			
				Service Area Total	2,588,939	1,164,900	1,994,293	1,000,000	6,748,132			
		ICT Refresh	ICT Refresh	Computer Refresh	1,300,000	1,392,386	910,000	910,000	4,512,386			
				Hybrid Cloud Computing	625,000	350,000	0	833,951	1,808,951			
				ICT Digital Strategy	600,000	800,000	700,000	1,015,199	3,115,199			

# Capital Programme General Fund 2025/26 to 2029/30

Appendix 1 - B

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
				Libraries Network	89,730	50,526	0	0	140,256
				Network Equipment Refresh Proj	527,739	448,692	630,000	630,000	2,236,431
				Replacement of server equip	700,000	1,197,937	650,000	650,000	3,197,937
				<b>Sub-Service Total</b>	<b>3,842,469</b>	<b>4,239,541</b>	<b>2,890,000</b>	<b>4,039,150</b>	<b>15,011,160</b>
			<b>Service Area Total</b>		<b>3,842,469</b>	<b>4,239,541</b>	<b>2,890,000</b>	<b>4,039,150</b>	<b>15,011,160</b>
		<b>Service Total</b>			<b>6,431,408</b>	<b>5,404,441</b>	<b>4,884,293</b>	<b>5,039,150</b>	<b>21,759,292</b>
	Property & Facilities	Corp Property Unit	Corporate Property Cap Proj	AllSaintsChurchPathways	34,725	0	0	0	34,725
				Aston JSC Air Conditioning	170,885	0	0	0	170,885
				Bailey House Condition+	59,028	0	0	0	59,028
				Bailey Hse Extnl Works &Lights	267,418	0	0	0	267,418
				Barbers Avenue Security Works	2,462	0	0	0	2,462
				Barbot Hall Ind	2,500	0	0	0	2,500
				BarbotHallIndEst-Cliff face	50,345	0	0	0	50,345
				Building Decarbonisation	1,085,265	4,840,000	659,746	0	6,585,011
				C' Theatre LED StageLighting R	64,000	0	0	0	64,000
				C.Theatre - Flat Roof Repairs	192,825	0	0	0	192,825
				ChathamVillas1,2,3-W' dows/Roof	33,012	0	0	0	33,012
				CliftonParkMuseum-BuildWork	1,004	0	0	0	1,004
				CliftonParkMuseum-FireAlarm	17,662	0	0	0	17,662
				CliftonParkMuseum-Replace Hsys	30,000	0	0	0	30,000
				Commercial Property Cap	481,677	75,000	75,000	75,000	706,677
				Community Facilities	300,000	300,000	0	0	600,000
				Conway Crescent (Canopy)	3,979	0	0	0	3,979
				Corp Landlord Furn. Replacem.	80,790	0	0	0	80,790
				Cranworth Hse Structural Works	49,311	0	0	0	49,311
				Crowden - OutdoorStorageR'ment	8,496	0	0	0	8,496
				Customer Digitalisation - AM	81,960	0	0	0	81,960
				Davies Court - Kitchenettes	76,656	0	0	0	76,656
				Davies Court Fire Alarm	60,000	0	0	0	60,000
				Davies Court New Curtains	35,150	0	0	0	35,150
				Demo of units 86-102 Wellgate	384,975	0	0	0	384,975
				Electric Vehicle Charge Infrs	1,279,991	0	0	0	1,279,991
				ElecVeh ChargingInfraExpansion	858,323	0	0	0	858,323
				Energy Saving Measure (B)	205,201	0	0	0	205,201
				Hellaby depot floor décor &oil	64,687	0	0	0	64,687
				Holmes Tail Goit Pumping Stn	-3,032	0	0	0	-3,032
				Kiveton Park CCTV	4,220	0	0	0	4,220
				Kiveton Pk Security DepotWorks	40,000	0	0	0	40,000
				LA Energy Saving Measures-(A)	82,044	0	0	0	82,044
				Lord Hardy Court - Windows	304,697	0	0	0	304,697
				Miscellaneous Minor Works	73,645	0	0	0	73,645
				Moorgate Crofts- Roof Repairs	34,414	0	0	0	34,414
				MowbrayGarden Library Openplus	3,000	0	0	0	3,000
				Munsbro DO - Fire Alarm/Roof	885	0	0	0	885
				Oaks Day Centre Demo	3,800	0	0	0	3,800
				Oaks Lane Depot Security	30,424	0	0	0	30,424
				Ops Buildings Cap Inv	1,277,180	2,010,000	2,010,000	2,010,000	7,307,180
				Rawmarsh FireDoors	5,730	0	0	0	5,730
				Renewable Energy Proof of Conc	75,000	895,470	0	0	970,470

# Capital Programme General Fund 2025/26 to 2029/30

Appendix 1 - B

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
				Riverside Replacement of UPS	17,419	0	0	0	17,419
				Rockingham PDC FireAlarm	3,137	0	0	0	3,137
				Rother Valley - Toilet Upgrade	74,106	0	0	0	74,106
				RsideHouse Furniture Replacemt	11,239	0	0	0	11,239
				R'sideHouse-Fire Stopping	75,864	0	0	0	75,864
				RsideHse-FM200GasSupCanisters	18,000	0	0	0	18,000
				RVCP - CCTV Cameras	24,428	0	0	0	24,428
				Signage	23,934	0	0	0	23,934
				StHelensTreetonChurchyard-Path	34,000	0	0	0	34,000
				StLeonardChurch Din-Bound Wall	24,373	0	0	0	24,373
				Strategic Acquisitions Fund	0	3,300,333	0	0	3,300,333
				Swinton TC Development	7,626	0	0	0	7,626
				Townhall replacement projector	2,981	0	0	0	2,981
				Vic Park-Drainage	50,000	0	0	0	50,000
				Walesw'd C'vanPark ReplaceDoor	6,464	0	0	0	6,464
				WaleswoodCvanPark - subsidence	79,012	0	0	0	79,012
				Waverley Medical Centre	602,135	0	0	0	602,135
				Wellgate Retaining Wall	124,153	0	0	0	124,153
				WIFICorpLandlordBldgs-wiring	4,486	0	0	0	4,486
				<b>Sub-Service Total</b>	<b>9,097,691</b>	<b>11,420,803</b>	<b>2,744,746</b>	<b>2,085,000</b>	<b>25,348,240</b>
			<b>Service Area Total</b>		<b>9,097,691</b>	<b>11,420,803</b>	<b>2,744,746</b>	<b>2,085,000</b>	<b>25,348,240</b>
		<b>Service Total</b>			<b>9,097,691</b>	<b>11,420,803</b>	<b>2,744,746</b>	<b>2,085,000</b>	<b>25,348,240</b>
	<b>Directorate Total</b>				<b>15,560,762</b>	<b>16,825,244</b>	<b>7,629,039</b>	<b>19,423,116</b>	<b>59,438,161</b>
Regeneration & Environment	Community Safety & Street Scene	Comm Safety Resilience & EP	Comm Safety Resilience & EP	CCTV Upgrade&EnhanceCapability	59,067	0	0	0	59,067
				Rural Fly Tipping measures	11,372	0	0	0	11,372
				<b>Sub-Service Total</b>	<b>70,439</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>70,439</b>
			<b>Service Area Total</b>		<b>70,439</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>70,439</b>
		Network Management	Drainage	Catcliffe Pumping Station	132,357	0	0	0	132,357
				Catcliffe Treeton FAS-Bridge	350,000	500,000	1,150,000	8,000,000	10,000,000
				Culverts Renewal Programme	64,201	0	0	0	64,201
				Eel Mires Dike FAS	150,000	0	0	0	150,000
				Highway Drainage Repairs	376,390	300,000	300,000	0	976,390
				Minor Works Schemes - Drainage	11,562	0	0	0	11,562
				Parkgate & Rawmarsh FAS	847,702	0	0	0	847,702
				Roth Ren. and Kilnhurst FAS	500,000	0	0	0	500,000
				RRFAS 2A Ickles Lock (ERDF)	16,345	0	0	0	16,345
				Unallocated Flood Alleviation	2,959,999	150,000	-2,850,000	4,000,000	4,259,999
				Whiston FAS	350,000	0	0	0	350,000
				<b>Sub-Service Total</b>	<b>5,758,556</b>	<b>950,000</b>	<b>-1,400,000</b>	<b>12,000,000</b>	<b>17,308,556</b>
			Highways Delivery	2020-2024 RoadsProgramme £24m	3,784,693	3,000,000	3,000,000	0	9,784,693
				Additional Pothole Funding	196,605	0	0	0	196,605
				Cap Rights of way	56,325	34,000	34,000	34,000	158,325
				Capitalisation Carriageways	966,284	500,000	500,000	500,000	2,466,284
				DfT LTP CarriagewayResurfacing	3,412,277	0	0	0	3,412,277
				DfT Pothole Grant	38,939	0	0	0	38,939
				Multi Hog Works	300,000	300,000	300,000	300,000	1,200,000
				Network North Fund	2,075,982	0	0	0	2,075,982
				Pavement Improvements	1,719,276	1,200,000	1,200,000	0	4,119,276
				Pothole Funding 21/22	115,781	0	0	0	115,781

# Capital Programme General Fund 2025/26 to 2029/30

Appendix 1 - B

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
				<b>Sub-Service Total</b>	<b>12,666,162</b>	<b>5,034,000</b>	<b>5,034,000</b>	<b>834,000</b>	<b>23,568,162</b>
				Parking Services	Wellgate Cpark Ret. Wall	34,260	0	0	34,260
				<b>Sub-Service Total</b>	<b>34,260</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34,260</b>
				Street Lighting	Cap benches signs bollards	75,479	75,000	75,000	300,479
					Capitalisation Lighting	1,033,141	150,000	150,000	1,483,141
					Replace Obsolete Strt Lighting	44,952	40,000	40,000	164,952
					St Lighting LTP 15/16 - 19/20	282,475	0	0	282,475
				<b>Sub-Service Total</b>	<b>1,436,047</b>	<b>265,000</b>	<b>265,000</b>	<b>265,000</b>	<b>2,231,047</b>
				<b>Service Area Total</b>	<b>19,895,025</b>	<b>6,249,000</b>	<b>3,899,000</b>	<b>13,099,000</b>	<b>43,142,025</b>
		Regulation &	Regulation & Enforcement	Carhill Landfill Site	45,000	0	0	0	45,000
				<b>Sub-Service Total</b>	<b>45,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>45,000</b>
			<b>Service Area Total</b>		<b>45,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>45,000</b>
		Street Scene Services	Community Delivery	Addit'nal ZonalCleansingVehs	210,000	0	0	0	210,000
				Cap damaged litter bins	164,369	85,600	85,600	85,600	421,169
				Plant Equipment Refresh G&S	1,216,337	0	0	0	1,216,337
				Street Scene Equip / Vehicles	163,090	0	0	0	163,090
				<b>Sub-Service Total</b>	<b>1,753,796</b>	<b>85,600</b>	<b>85,600</b>	<b>85,600</b>	<b>2,010,596</b>
			Corporate Transport	Fleet Asset Improvements	500,393	0	0	0	500,393
				Fleet Mgt System	40,928	0	0	0	40,928
				Fleet Mgt Vehicle Purchase	7,471,062	4,145,678	0	0	11,616,740
				Route Optimisation - ITS	90,000	11,700	11,700	11,700	125,100
				<b>Sub-Service Total</b>	<b>8,102,383</b>	<b>4,157,378</b>	<b>11,700</b>	<b>11,700</b>	<b>12,283,161</b>
			Waste Management	Bins	611,268	375,000	375,000	375,000	1,736,268
				HWRCS	234,754	829,533	0	0	1,064,287
				Narrow Access Vehicles Waste	326,298	0	0	0	326,298
				<b>Sub-Service Total</b>	<b>1,172,320</b>	<b>1,204,533</b>	<b>375,000</b>	<b>375,000</b>	<b>3,126,853</b>
			<b>Service Area Total</b>		<b>11,028,499</b>	<b>5,447,511</b>	<b>472,300</b>	<b>472,300</b>	<b>17,420,610</b>
			<b>Service Total</b>		<b>31,038,963</b>	<b>11,696,511</b>	<b>4,371,300</b>	<b>13,571,300</b>	<b>60,678,074</b>
	Culture, Sport & Tourism	Creative Prog and	Green Spaces	Ash Dieback Mitigation - Trees	428,995	500,000	0	0	928,995
				Barkers Park Changing Rooms Re	9,779	0	0	0	9,779
				BoroughWide Tree Planting Prog	8,917	0	0	0	8,917
				Clifton Park Watersplash Repla	845,584	0	0	0	845,584
				CliftonPark GardenBldg Bar-ITS	16,083	0	0	8,917	25,000
				Coronation Park Play Equip	10,867	0	0	0	10,867
				Country Parks Bun Code	96,000	0	0	0	96,000
				Green Spaces Bun Code	60,000	60,000	60,000	60,000	240,000
				Play Equip Replacement Prog	676,590	258,000	0	0	934,590
				RM&Casework-Parks & Green Sp	46,506	0	0	0	46,506
				RVCP Automated Parking	35,070	0	0	0	35,070
				RVCP Safety Boats	2,200	0	0	0	2,200
				Strathmore Gardens	742	0	0	0	742
				Thrybergh CP Paths Improvement	303,349	0	0	0	303,349
				Treeton St Helen Church Yard	588,787	0	0	0	588,787
				Ulley CP - Club House	241,319	0	0	0	241,319
				<b>Sub-Service Total</b>	<b>3,370,788</b>	<b>818,000</b>	<b>60,000</b>	<b>68,917</b>	<b>4,317,705</b>
			Heritage Services	Keppel's Column Preservation	418	0	0	0	418
				Waterloo Kiln Preservation	53,230	0	0	0	53,230
				<b>Sub-Service Total</b>	<b>53,648</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>53,648</b>
			<b>Service Area Total</b>		<b>3,424,436</b>	<b>818,000</b>	<b>60,000</b>	<b>68,917</b>	<b>4,371,353</b>

# Capital Programme General Fund 2025/26 to 2029/30

Appendix 1 - B

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
		Ops and Business	Libraries	Lib&NeighHub-Kiveton Park Lib	1,281	0	0	0	1,281
				Lib&NeighHub-Mowbray Lib	1,035	0	0	0	1,035
				Lib&NeighHub-Swinton Lib	13,787	0	0	0	13,787
				Lib&NeighHub-ThorpeHesley Lib	118,915	0	0	0	118,915
				Lib&NeighHub-Thurcroft Lib	4,463	0	0	0	4,463
				Lib&NeighHub-Wath Lib&NeighHub	4,299	0	0	0	4,299
				Sub-Service Total	143,780	0	0	0	143,780
				Service Area Total	143,780	0	0	0	143,780
		Projects and	Leisure and Sport	Leisure PFI lifecycle	831,714	500,000	500,000	500,000	2,331,714
				Sub-Service Total	831,714	500,000	500,000	500,000	2,331,714
			Service Area Total	831,714	500,000	500,000	500,000	2,331,714	
		Service Total	4,399,930	1,318,000	560,000	568,917	6,846,847		
	Planning, Regen &	RIDO	Business Growth	Business Centre Upgrades	577,000	322,000	0	0	899,000
				Century 1 - Roof Replacement	600,000	0	0	0	600,000
				Sub-Service Total	1,177,000	322,000	0	0	1,499,000
			Inv & Economic Initiatives	Bassingthorpe Farm	554,687	0	0	0	554,687
				Bassingthorpe Farm Land Acq	489,816	0	0	0	489,816
				Forge Island Flood Defence	455,430	0	0	0	455,430
				HEHub&Rain - Aqu and Demo	71,818	0	0	0	71,818
				Public Realm Effingham Street	343,992	0	0	0	343,992
				RhamMarkets Redev (incCommHub)	15,500,000	6,960,334	3,480,168	0	25,940,502
				Riverside Gardens	6,249,396	1,562,349	0	0	7,811,745
				Town Centre Investment	383,922	0	0	0	383,922
				Sub-Service Total	24,049,061	8,522,683	3,480,168	0	36,051,912
			RIDO	Corporation St Ph 2	28,196	5,374,417	0	0	5,402,613
				Corporation Street	225,000	1,352,668	0	0	1,577,668
				Dinnington RG	1,805,699	4,458,653	4,061,327	0	10,325,679
				Eldon Road Play Area	19,641	0	0	0	19,641
				Forge Island Comm Dev	2,690,509	0	0	0	2,690,509
				Gullivers Skills Village	6,007	0	0	0	6,007
				Mainline Station	6,500,000	1,637,740	0	0	8,137,740
				Matlby Academy	4,648	0	0	0	4,648
				Osoldo	228,000	3,770,184	0	0	3,998,184
				Riverside Acquisitions	3,689	1,065,023	0	0	1,068,712
				RotherValley CP	6,355,401	0	0	0	6,355,401
				Snail Yard	412,373	0	0	0	412,373
				Templeborough	2,719,606	2,709,658	0	0	5,429,264
Thrybergh CP				780,727	0	0	0	780,727	
Unallocated Levelling Up				3,373	0	0	0	3,373	
Water Lane Public Realm				1,951,941	0	0	0	1,951,941	
Wath RG				4,335,775	5,107,571	0	0	9,443,346	
Wentworth Woodhouse				4,878	0	0	0	4,878	
Sub-Service Total	28,075,463	25,475,914		4,061,327	0	57,612,704			
Service Area Total	53,301,524	34,320,597		7,541,495	0	95,163,616			
Towns & Villages Fund	Towns & Villages Fund	Aston/Todwick	4,697	0	0	0	4,697		
		Brinsworth Lane	67,978	0	0	0	67,978		
		Maltby East	779,789	0	0	0	779,789		
		Our Places Fund	1,989,900	0	0	0	1,989,900		
		Rother Vale	38,067	0	0	0	38,067		



# Capital Programme General Fund 2025/26 to 2029/30

Appendix 1 - B

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
		Transportation &		Rotherham East	60,476	0	0	0	60,476
				Towns & Villages Fund Unall	14,741	0	0	0	14,741
				<b>Sub-Service Total</b>	<b>2,955,648</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,955,648</b>
				<b>Service Area Total</b>	<b>2,955,648</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,955,648</b>
			Bridges	Centenary Viaduct Strengthening	25,105	0	0	0	25,105
				Eastwood Bridge	208,839	0	0	0	208,839
				Old Flatts Bridge	290,602	500,000	0	0	790,602
				Packman Road	31,268	0	0	0	31,268
				Steadfolds Lane Retaining Wall	139,790	0	0	0	139,790
				Structures Capital Programme	868,097	0	0	0	868,097
				West Bawtry Road Embankment	221,675	0	0	0	221,675
				<b>Sub-Service Total</b>	<b>1,785,376</b>	<b>500,000</b>	<b>0</b>	<b>0</b>	<b>2,285,376</b>
			Connectivity	A6109 Meadowbank Rd pedxing	670	0	0	0	670
				A629WrtlyRd Grt Prk Rd Pedxing	47,140	0	0	0	47,140
				Cortonwood Pedestrian Crossing	77,883	0	0	0	77,883
				Morthen Rd Nrthfld Ln Ped xngs	192,429	0	0	0	192,429
				Swallownest PedestrianCrossing	70,205	0	0	0	70,205
				Traffic Management Act Part 6	193,122	0	0	0	193,122
				Wath Road Brampton Crossing	205,494	0	0	0	205,494
				<b>Sub-Service Total</b>	<b>786,943</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>786,943</b>
			CRSTS Local block funded	Capital Schemes M&E	128,777	0	0	0	128,777
				Collision Investigation & Surv	159,327	0	0	0	159,327
				LNRS Bun Code	3,090	0	0	0	3,090
				LNRS1 - 009D GREASBROUGH	131,066	0	0	0	131,066
				LNRS1 - BRAMLEY 022A	78,880	0	0	0	78,880
				LNRS1 - BROOM VALLEY 023A	110,815	0	0	0	110,815
				LNRS1 - HARTHILL & T SALVIN 03	45,488	0	0	0	45,488
				LNRS1 - HIGHTHORNE RD	54,705	0	0	0	54,705
				LNRS1 - MALTBY CTR 020E	65,488	0	0	0	65,488
				LNRS1 - SWINTON 003F	21,370	0	0	0	21,370
				LNRS1 - WICKERSLEY WOOD 022B	105,538	0	0	0	105,538
				LNRS1 - WOODSETTS 032F	81,507	0	0	0	81,507
				LNRS1 -KILNHURST RD RMARSH	61,854	0	0	0	61,854
				LNRS1 -MASBORO & BRADGATE	80,787	0	0	0	80,787
				LNRS2 BRINSWORTH	7,656	0	0	0	7,656
				LNRS2 ASTON & TODWICK	114,753	0	0	0	114,753
				LNRS2 AUGHTON &	8,798	0	0	0	8,798
				LNRS2 DALTON & THRYBERGH	5,155	0	0	0	5,155
				LNRS2 DINNINGTON	5,977	0	0	0	5,977
				LNRS2 KEPPEL	6,844	0	0	0	6,844
				LNRS2 RAWMARSH WEST	5,850	0	0	0	5,850
				LNRS2 ROTHER VALE	119,752	0	0	0	119,752
				LNRS2 ROTHERHAM EAST	16,279	0	0	0	16,279
				LNRS2 SITWELL	6,720	0	0	0	6,720
				LNRS2 WICKERSLEY NORTH	13,917	0	0	0	13,917
				Minor Works - Signing	875	0	0	0	875
				<b>Sub-Service Total</b>	<b>1,441,268</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,441,268</b>
			Legacy Projects	A6123 GreatEasternWay pedxing	23,386	0	0	0	23,386
				Bus Service Improvements	279,940	0	0	0	279,940

# Capital Programme General Fund 2025/26 to 2029/30

Appendix 1 - B

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget		
				Canklow Rotherway metering	2,064	0	0	0	2,064		
				College Road NPIF	11,773	0	0	0	11,773		
				Fenton Rd Shared Cycle Footway	3,813	0	0	0	3,813		
				Green Arbour Rd Laughton Com R	13,340	0	0	0	13,340		
				Neighbourhoods Road Safety Mea	2,097	0	0	0	2,097		
				Sub-Service Total	336,413	0	0	0	336,413		
			Local Safety Schemes	Small Intervention Schemes	324,202	0	0	0	324,202		
				Unallocated Local Safety S	41,762	0	0	0	41,762		
				Sub-Service Total	365,964	0	0	0	365,964		
			LSTF & Smarter Choices	Air Quality Modelling	18,812	0	0	0	18,812		
				Sub-Service Total	18,812	0	0	0	18,812		
			Major Schemes	A6022 Swinton to Doncaster	700,306	0	0	0	700,306		
				CAZ - Bellows Road	147,829	0	0	0	147,829		
				Clean Air Zones Elec Chrg Pts	933,479	0	0	0	933,479		
				CRSTS Broom Wickersley Corrido	1,188,168	0	0	0	1,188,168		
				CRSTS Fitzwilliam Corridor	1,319,342	0	0	0	1,319,342		
				Greasbrough The Whins	185,876	0	0	0	185,876		
				Ickles Roundabout improvement	1,022,083	0	0	0	1,022,083		
				O0047 Broom Road AT	445,354	0	0	0	445,354		
				T0004 A6178(PT) - Sheffield Rd	1,451,775	0	0	0	1,451,775		
				T0005 A631 aka Maltby Bus Corr	52,081	0	0	0	52,081		
				T0022 Manvers Way	25,486	0	0	0	25,486		
				Traff Signal renewal Prog	175,380	0	0	0	175,380		
				Traffic Signal Refurb Prog	14,746	0	0	0	14,746		
				Sub-Service Total	7,661,905	0	0	0	7,661,905		
				Network Management	Unallocated Network Man	400,000	0	0	0	400,000	
					Sub-Service Total	400,000	0	0	0	400,000	
				Service Area Total			12,796,681	500,000	0	0	13,296,681
				Service Total			69,053,853	34,820,597	7,541,495	0	111,415,945
			Directorate Total			104,492,746	47,835,108	12,472,795	14,140,217	178,940,866	
			General Fund Total			149,274,708	79,197,015	36,116,310	57,820,326	322,408,359	

## Capital Programme HRA 2025/26 to 2029/30

Appendix 1 - C

Directorate	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
<a href="#">HRA</a>	61,749,055	76,842,508	49,153,186	106,594,628	294,339,377
<b>Total</b>	<b>61,749,055</b>	<b>76,842,508</b>	<b>49,153,186</b>	<b>106,594,628</b>	<b>294,339,377</b>

## Funding:

Funding Stream	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
3) Capital Receipts HRA	4,705,369	4,772,810	3,208,219	18,386,729	31,073,127
4) Grants and Contributions	2,837,293	2,883,292	816,312	27,846,622	34,383,519
5) Housing Major Repairs Allow	36,964,356	25,255,962	27,803,485	28,669,155	118,692,958
6) Revenue Contributions	3,182,915	12,923,542	6,000,000	6,510,955	28,617,412
8) Unsupported Borrowing-S	14,059,122	31,006,902	11,325,170	25,181,167	81,572,361
<b>Total</b>	<b>61,749,055</b>	<b>76,842,508</b>	<b>49,153,186</b>	<b>106,594,628</b>	<b>294,339,377</b>

# Capital Programme HRA 2025/26 to 2029/30

Appendix 1 - D

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget
HRA	Neighbourhood Capital Programm	Fair Access to All	Aids and Adaptations (Public S	Public Adaps Bud Unall	3,259,157	3,365,305	3,253,865	3,349,791	13,228,118
				Sub-Service Total	3,259,157	3,365,305	3,253,865	3,349,791	13,228,118
			Service Area Total		3,259,157	3,365,305	3,253,865	3,349,791	13,228,118
		Improving Council Housing & Ho	Asbestos	Asbestos-Testing & Removal	300,000	0	0	0	300,000
				Sub-Service Total	300,000	0	0	0	300,000
			District Heating	District Heating Conversions	310,000	0	0	0	310,000
				Sub-Service Total	310,000	0	0	0	310,000
			Electricals	Electricals	360,000	0	0	0	360,000
				Sub-Service Total	360,000	0	0	0	360,000
			Environmental Programme	Environmental Bud Unall	800,000	0	0	0	800,000
				Sub-Service Total	800,000	0	0	0	800,000
			External Insulation	Thermal Improvements	1,300,000	0	0	0	1,300,000
				Sub-Service Total	1,300,000	0	0	0	1,300,000
			Garage Site Investment	Garages Investment	100,000	0	0	0	100,000
				Sub-Service Total	100,000	0	0	0	100,000
			General Structures	Capital Structural Work	1,020,000	0	0	0	1,020,000
				Sub-Service Total	1,020,000	0	0	0	1,020,000
			HRA support Properties	PW2C - 14 Greenwood Road	7,268	0	0	0	7,268
				PW2C - 18 Elliott Drive	25,042	0	0	0	25,042
				PW2C - 5 ALPHA ROAD	1,121	0	0	0	1,121
				PW2C - 8 Cawthorne Close	68,730	0	0	0	68,730
				PW2C 65 Park Road	31,950	0	0	0	31,950
				Sub-Service Total	134,111	0	0	0	134,111
			IHMS (IT System)	ICT Hardware & Software	500,000	1,051,657	1,084,621	0	2,636,278
				Sub-Service Total	500,000	1,051,657	1,084,621	0	2,636,278
			Improving Council Housing	Improving Council Housing	3,328,543	24,090,000	24,800,000	26,080,000	78,298,543
				Sub-Service Total	3,328,543	24,090,000	24,800,000	26,080,000	78,298,543
			Major Voids Capital Prog	Lot 2 - Major Voids	2,136,000	0	0	0	2,136,000
				Mears - Major Voids	4,430,000	0	0	0	4,430,000
				Sub-Service Total	6,566,000	0	0	0	6,566,000
			Refurbishments	Damp & Mould Eradication Work	500,000	0	0	0	500,000
				Design & Appraisal	50,000	0	0	0	50,000
				HRA Flood Resilience Works	213,793	0	0	0	213,793
				Mears - Internals	2,000,000	0	0	0	2,000,000
				Refurb Bud Unall	10,955,098	14,999,651	14,972,590	15,981,713	56,909,052
				Site Prelims	450,000	0	0	0	450,000
				Windows/Doors & Fire Doors	550,000	0	0	0	550,000
				Sub-Service Total	14,718,891	14,999,651	14,972,590	15,981,713	60,672,845
			Replacement of Central Heating	Lot 2 - Ad Hoc Boiler Repl'ts	2,480,000	0	0	0	2,480,000
				Lot 2 -Boilers Scheme 1	2,000,000	0	0	0	2,000,000
				Sub-Service Total	4,480,000	0	0	0	4,480,000
			Service Area Total		33,917,545	40,141,308	40,857,211	42,061,713	156,977,777
		Neighbourhd Regeneration & Re	HRA Non Dwellings	HRA Play Areas	80,000	0	0	0	80,000
				Sub-Service Total	80,000	0	0	0	80,000
			Service Area Total		80,000	0	0	0	80,000

# **Capital Programme HRA 2025/26 to 2029/30**

Appendix 1 - D

Directorate	Service	Service Area	Sub Service	Project	Current Year Budget	2026/27 Budget	2027/28 Budget	2028/29 Budget	Total Project Budget	
		New Housing Provision	New Growth New Build	Boswell Street	500,000	13,149,542	2,364,926	0	16,014,468	
				Bushfield Road Site B	804,312	553,363	0	0	1,357,675	
				Denman Road Site A	1,265,721	942,687	0	0	2,208,408	
				Grayson Road Greasboro	500,000	2,875,219	0	0	3,375,219	
				Princess Street Site A	1,117,984	0	0	0	1,117,984	
				Princess Street Site B	673,120	0	0	0	673,120	
				Ship Inn Swinton	900,048	0	0	0	900,048	
				Tenter Street Thornhill	500,000	4,924,815	0	0	5,424,815	
				Valley Drive Site C	708,119	491,174	0	0	1,199,293	
				Warden Street Hsg Development	1,400,660	653,421	0	0	2,054,081	
				Sub-Service Total	8,369,964	23,590,221	2,364,926	0	34,325,111	
				Strategic Acquisitions	Brampton Vale SA	3,153,479	1,084,977	1,769,864	933,300	6,941,620
					Development budgets unallocate	0	0	0	60,249,824	60,249,824
					LAHF Acquisitions	287,064	0	0	0	287,064
			Laughton Gate 42 units		1,688,061	515,018	303,679	0	2,506,758	
			Market Acquisitions Phase 1		2,839,086	0	0	0	2,839,086	
			Market Acquisitions Phase 2		5,600,000	3,400,000	0	0	9,000,000	
			Poppyfields Ravenfield SA		1,326,479	1,308,799	603,641	0	3,238,919	
			Rivelin Way, Waverley 3C		229,284	2,179,552	0	0	2,408,836	
			Sorby Park Waverley P3		998,936	1,257,328	0	0	2,256,264	
			Sub-Service Total		16,122,389	9,745,674	2,677,184	61,183,124	89,728,371	
			Service Area Total			24,492,353	33,335,895	5,042,110	61,183,124	124,053,482
		Service Total			61,749,055	76,842,508	49,153,186	106,594,628	294,339,377	
		Directorate Total			61,749,055	76,842,508	49,153,186	106,594,628	294,339,377	
		HRA Total			61,749,055	76,842,508	49,153,186	106,594,628	294,339,377	

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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:** Financial Outturn 2024/25

**Directorate: Finance and Customer Services**

**Service area: Finance**

**Lead person:**  
Rob Mahon

**Contact:** 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.

## Appendix 2

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

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

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

This report is the final financial report in the financial year, it sets out the Councils final revenue outturn position. The report also covers off any other key items to be noted at this time.

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

### 3. Relevance to equality and diversity

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

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

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

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



## Appendix 2

employment practices?		
<b>If you have answered no to all the questions above, please explain the reason.</b>		
<p>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.</p>		

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**.

<b>4. Considering the impact on equality and diversity</b>	
<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 <b>Equality Analysis</b>.</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"> <li><b>How have you considered equality and diversity?</b></li> </ul> <p>N/A</p>	
<ul style="list-style-type: none"> <li><b>Key findings</b></li> </ul> <p>N/A</p>	
<ul style="list-style-type: none"> <li><b>Actions</b></li> </ul> <p>N/A</p>	
Date to scope and plan your Equality Analysis:	n/a
Date to complete your Equality Analysis:	n/a
Lead person for your Equality Analysis (Include name and job title):	n/a

### 5. Governance, ownership and approval

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

Name	Job title	Date
Rob Mahon	Assistant Director Financial Services	16/06/2025

### 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](mailto: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.

<b>Date screening completed</b>	
<b>Report title and date</b>	Finance Final Outturn Report 2024/25 to Cabinet 7 <sup>th</sup> July 2025
<b>If relates to a Key Delegated Decision, Executive Board, Council or a Significant Operational Decision – report date and date sent for publication</b>	
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	17/06/2025

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

Nikki Kelly  
Finance Manager (Corporate Finance)  
Financial Services  
Finance and Customer Services

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

N/A

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

N/A

Validation

Tracking Reference: CIA492



Public Report  
Cabinet

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**Committee Name and Date of Committee Meeting**

Cabinet – 07 July 2025

**Report Title**

Treasury Management Outturn 2024/25

**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)**

Tom Soulby, Finance Manager (Financial Accounting)  
01709 822334 or tom.soulby@rotherham.gov.uk

**Ward(s) Affected**

Borough-Wide

**Report Summary**

The Annual Treasury Management Report is the final treasury report for 2024/25. Its purpose is to review the treasury activity for 2024/25 against the Strategy agreed at the start of the year. The report also covers the actual Prudential Indicators for 2024/25 in accordance with the requirements of the Prudential Code.

The Council received an Annual Treasury Strategy Report in advance of the 2024/25 financial year at its meeting on 28 February 2024 and Audit Committee received a mid-year report at its meeting on 26 November 2024, representing a mid-year review of treasury activity during 2024/25. In addition, quarterly updates were received by Audit Committee on 26 September 2024 and 11 March 2025.

This report meets the requirements of both the CIPFA Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities.

The Council is required to comply with both Codes through regulations issued under the Local Government Act 2003.

## **Recommendations**

That Cabinet note the Treasury Management Prudential Indicators outturn position as set out in Section 2 and Appendix 1.

## **List of Appendices Included**

Appendix 1– Summary Prudential Indicators for Rotherham MBC

Appendix 2 – Initial Equality Screening Assessment

Appendix 3 – Carbon Impact Assessment

## **Background Papers**

The Council's Budget and Council Tax Report 2024/25, including Treasury Management Strategy and Prudential Indicators report to Council on 28th February 2024

Treasury Management Update – Quarterly Report (Q1) to Audit Committee on 26<sup>th</sup> September 2024

Mid-Year Treasury Management and Prudential Indicators Monitoring report to Audit Committee on 26th November 2024

Treasury Management Update – Quarterly Report (Q3) to Audit Committee on 11<sup>th</sup> March 2025

CIPFA – Code of Practice for Treasury Management in the Public Services Local Government Act 2003 (as updated)

CIPFA – Prudential Code (as updated)

## **Consideration by any other Council Committee, Scrutiny or Advisory Panel**

No

## **Council Approval Required**

No

## **Exempt from the Press and Public**

No

## 1. Background

- 1.1 The Council's treasury management activities are regulated by the Local Government Act 2003, supplemented by a number of codes of practice and statutory guidance:
- The Local Government Act 2003 (the Act) provides the powers to borrow and invest as well as providing controls and limits on this activity;
  - The Act permits the Secretary of State to set limits either on an individual Council or on all local authorities or any of them restricting the amount of borrowing which may be undertaken (although no restrictions were made in 2024/25);
  - Statutory Instrument (SI) 3146 2003, as amended from time to time, gives effect to the Act;
  - The SI requires the Council to undertake any borrowing activity with regard to the CIPFA Prudential Code for Capital Finance in Local Authorities;
  - The SI also requires the Council to operate the overall treasury function with regard to the CIPFA Code of Practice for Treasury Management in the Public Services;
  - Under Section 15(1)a of the Act the MHCLG has issued Statutory Guidance on Local Government Investments to structure and regulate councils' investment activities; and
  - Under Section 238(2) of the Local Government and Public Involvement in Health Act 2007 (revised), the Secretary of State has taken powers to issue guidance on accounting practices. Guidance on Minimum Revenue Provision was issued under this section on 8th November 2007.
- 1.2 The Council has carried out its functions in accordance with the Act, SI 3146 2003 and all associated guidance and professional codes, which limit the levels of risk associated with its treasury management activities. In particular, the adoption and implementation of the Prudential Code and the Code of Practice for Treasury Management means that its capital expenditure is prudent, affordable and sustainable. Treasury investment practices are governed by the primary objectives of security ahead of liquidity and then yield.
- 1.3 The underlying economic and financial environment remains difficult for the Council to predict. Inflation has fallen back from historic highs in recent years and the Bank of England has started to cut interest rates. However, the cost of long-term borrowing from PWLB has increased during the year. On investments the main challenge relates to concerns over investment counterparty risk. This background encourages the Council to continue maintaining investments short term and with low risk counterparties.
- 1.4 On a daily basis money flows into and out of the Council's bank accounts and this has to be managed carefully. The Council manages its cashflow on a daily basis to take account of income received from grants, fees and charges, local taxation and borrowing alongside its outgoings due to the expenditure the Council incurs, such as salaries and supplier payments. The cashflow process is about ensuring the Council has sufficient funds available in its bank accounts to meet

the payments that it plans to make each day. This process is separate from the Council's financial monitoring that tracks planned and actual expenditure against planned budgets.

- 1.5 The Council has reduced its investment balances in recent years as funds have been used to meet loan maturities rather than refinancing at historically high interest rates. In 2024-25 the Council borrowed an additional £95m from Local Authorities and PWLB. In addition, the Council repaid £55.2m of principal on a mix of Local Authority, PWLB and LOBO loans on which the lender exercised its option to increase interest rates to above market rates.
- 1.6 The Bank of England Base Rate decreased from 5.25% to 4.50% during 2024/25 as inflation started to fall from the previous highs. As at 31 May 2025 the base rate sits at 4.25%.
- 1.7 Careful management of these factors through the Council's treasury strategy has helped to control the Council's interest costs. Taken together the additional return on investments, reduced borrowing need and further slippage on the Council's Capital Programme have enabled an £8m underspend on the 2024/25 Treasury Management budget that has been used to support the Council's 2024/25 overall outturn position.

## 2. Key Issues

- 2.1 Indicators are set prior to the start of the financial year and reflect the known position at that time. Approved changes to the Capital Programme and its funding throughout the financial year, together with variations in treasury management activity, mean that actual indicators for the year may vary from the projections made prior to the start of the financial year. However, through regular monitoring and reporting revised estimates of these indicators, the Council is able to ensure the impact is known and managed through the Medium Term Financial Strategy.
- 2.2 The actual prudential indicators for 2024/25 for Rotherham MBC, with comparators, are shown in the attached Appendix 1. Background to these is provided in the following paragraphs.
- 2.3 **Impact of the Council's Capital Expenditure and Financing 2024/25** - the Council expends capital expenditure on long term assets. This may either be:
  - Financed immediately through capital receipts, capital grants etc.; or
  - Financed over the life of the asset by use of Prudential Borrowing
- 2.4 Part of the Council's Treasury activities is to address this borrowing need, either through borrowing from external bodies, or utilising temporary cash resources within the Council. The wider treasury activities also include managing the Council's cash flows, its previous borrowing activities and the investment of surplus funds. These activities are structured to manage risk foremost, and then



optimise performance. The primary objective is security ahead of liquidity and then yield or return.

- 2.5 The Council's underlying need to borrow is called the Capital Financing Requirement (CFR). This figure is a gauge for the Council's debt position. It represents 2024/25 and prior years' net capital expenditure which has not yet been paid for by revenue or other resources. In accordance with current accounting regulations, the CFR also includes other long term liabilities which have been brought on balance sheet, for example, PFI schemes and Right of Use assets.
- 2.6 The Non-HRA (Housing Revenue Account) element of the CFR (excluding PFI schemes and finance lease assets) is reduced each year by a statutory revenue charge (the Minimum Revenue Provision or MRP). The CFR can also be reduced by:
  - the application of additional capital resources (such as unapplied capital receipts); or
  - charging more than the statutory revenue charge (MRP) each year through a Voluntary Revenue Provision (VRP).
- 2.7 At the end of the financial year 2024/25 the closing CFR is £10.3m less than that approved in the revised indicator, via the Mid-Year report. The reduction is due to slippage on a number of capital schemes and additional grant funding gained, that in turn reduces the Council's need to borrow at this point in time and has the knock on effect of generating savings against the treasury budget for 2024/25 onwards as planned interest payments and minimum revenue provision payments are reduced or pushed further into the future.
- 2.8 Treasury Position at 31 March 2025 - whilst the Council's gauge of its underlying need to borrow is the CFR, the Treasury Management function, as authorised by the Strategic Director of Finance and Customer Services, can manage the Council's actual borrowing position by either:
  - borrowing to the CFR (excluding the impact of PFI and similar contracts); or
  - choosing to utilise some temporary internal cash flow funds instead of borrowing (under-borrowing); or
  - borrowing for future increases in the CFR (borrowing in advance of need).
- 2.9 During 2024/25 the Council continued to pursue its short-term borrowing strategy in line with advice from its Treasury advisers. Borrowing is taken only as needed and will be refinanced in the next few years. This has resulted in a significant increase in the net under borrowed position.
- 2.10 The Council will continue to monitor the interest position with a view to take out further long term borrowing if there are dips in the long term borrowing rates but currently is utilising short term borrowing to cover immediate borrowing need in anticipation of lower rates in the future.

2.11 At 31 March 2025, the Council's borrowing (excluding PFI and similar schemes) and investments were as follows:

2.12 **Table 1 Council's Treasury Position 2024/2025**

<b>Net Borrowing</b>	<b>As At 31 March 2024 £m</b>	<b>As At 31 March 2025 £m</b>
<b>Long Term Borrowing</b>		
Public Works Loans Board (PWLB)	390.233	420.000
Market (e.g. Banks, Other Local Authorities) > 1 year	217.000	147.000
<b>Short Term Borrowing</b>		
Public Works Loans Board (PWLB)	5.223	30.233
Market (e.g. Banks, Other Local Authorities) < 1 year	25.000	80.000
	<b>637.456</b>	<b>677.233</b>
<b>External Investments</b>		
Debt Management Office	0.000	0.000
Other Local Authorities	0.000	0.000
Money Market Funds	24.790	31.895
	<b>24.790</b>	<b>31.895</b>
<b>Net Borrowing</b>	<b>612.666</b>	<b>645.338</b>
<b>Net Borrowing - Excluding Short Term Borrowing</b>	<b>587.666</b>	<b>565.338</b>
<b>Capital Financing Requirement (excl Other Long Term Liabilities)</b>	<b>814.638</b>	<b>843.584</b>
<b>Net Under-Borrowed</b>	<b>226.972</b>	<b>278.246</b>

2.13 Against the Council's Capital Financing Requirement of £843.584m, when PFI and similar arrangements totalling £138.970m are excluded, the Council's outstanding net borrowing of £565.338m (excluding short term borrowing), is lower than this requirement by £278.246m. The Council has pursued a short term borrowing strategy, running investment balances down and borrowing funds only as required. In 2024/25 £95m of additional borrowing has been taken out through PWLB Loans and Local Authority market loans to finance the capital programme as well as the refinancing of £55.2m of loan maturities (resulting in a £39.8m reduction in total long term and short term borrowing).

2.14 Total savings in the Treasury Management budget for 2024/25, arising from all treasury activity including cash-flow management, was £8m and as per the

Council's Budget and Council Tax report 2025/26 these have been used to support the Budget and Medium Term Financial Strategy. In addition, treasury management and capital financing decisions taken at the year end will also enable a re-profiling of MRP and interest forecasts to allow for further savings in 2025/26. These decisions generate in excess of £3.4m of cost savings to be contributed towards the treasury management budget in 2025/26, although it should be noted that some of this saving is as a result of slippage in the Capital Programme and as such are temporary.

## 2.15 PRUDENTIAL INDICATORS AND COMPLIANCE ISSUES

Some of the prudential indicators provide either an overview or specific limits on Treasury activity:

- 2.16 **Net Borrowing and the CFR** - in order to ensure that borrowing levels are prudent over the medium term the Council's external borrowing net of investments must only be used for a capital purpose. Net borrowing should not therefore, except in the short term, have exceeded the CFR for 2024/25 plus the expected changes to the CFR for 2025/26 and 2026/27. The Council complied with this prudential indicator throughout 2024/25.
- 2.17 **The Authorised Limit** – the Authorised Limit is the “Affordable Borrowing Limit” required by S3 of the Local Government Act 2003. The Council does not have the power to borrow above this level. The Council maintained gross borrowing within its Authorised Limit, both excluding and including the impact of bringing PFI and similar arrangements on to the Council's Balance Sheet.
- 2.18 **The Operational Boundary** – The Operational Boundary is the expected borrowing position of the Council during the year. Periods where the actual position is either below or over the Boundary is acceptable subject to the Authorised Limit not being breached. The Council maintained its borrowing position around its Operational Boundary.
- 2.19 **Actual financing costs as a proportion of net revenue stream** – This indicator identifies the trend in the cost of capital (borrowing and the cost of other long term obligations but net of investment income) against the Council's Budget Requirement (net revenue stream) for the General Fund and budgeted income for the HRA.
- 2.20 The General Fund shows a reduction in the actual financing costs as a proportion of net revenue stream. The General Fund ratio decreased from 12.66% (original budget) to 7.78% (actual out-turn). This was mainly as a result of reduced borrowing costs for the year as the Council undertook lower than expected additional borrowing during the year. The increased interest received on investments also contributed to this reduction. The HRA ratio increased from 13.70% (original budget) to 14.29% (actual out-turn). This increase is due to the increased interest cost due to the HRA during the year and reflective of HRA capital programme having very little slippage.

## 2.21 TREASURY MANAGEMENT INDICATORS

### Limits on Activity

Upper limits on fixed and variable interest rates as at 31 March 2025 - These indicators identify the maximum limits for fixed interest rate gross debt and for variable interest rates based upon the debt position, net of investments. The Council remained within the limits set throughout 2024/25.

- 2.22 Maturity structure of fixed rate borrowing during 2024/25 - These gross limits are set to reduce the Council's exposure to large fixed rate sums falling due for refinancing and are required for upper and lower limits. The Council's strategy of borrowing on a short term basis will result in an increased refinancing risk in the near term.

Maximum funds invested for more than 365 days - This limit is set to reduce the need for early sale of an investment and is based on the availability of funds after each year end.

## 2.23 Borrowing

New and Replacement Borrowing - During the year a total of £55.2m of principal on existing loans has been repaid. This has been refinanced by £95m of new loans detailed in the table below.

## 2.24 Table 2 Borrowing taken in 2024/25

Lender	Start Date	Principal	Type	Term	Interest Rate %
West Yorkshire Combined Authority	03/06/2024	£15,000,000	Temp	11 months	5.10
PWLB	25/06/2024	£20,000,000	Maturity	24 months	4.77
PWLB	06/12/2024	£40,000,000	Maturity	24 months	4.51
LONDON TREASURY LIQUIDITY FUND	07/03/25	£20,000,000	Temp	1 Month	5.80

- 2.25 Debt Repayment – long term loans totalling £55.223m matured during the year as shown in the table below. Part repayments of principal (£0.223m) continued on the Annuity loans taken up in prior years.

## 2.26 Table 3 Debt Repayments 2024/25

Lender	Principal £m	Type	Interest Rate	Weighted Average rate of interest
DEXIA	25.000	LOBO	4.07%	
SYMCA	5.000	Fixed rate	2.54%	
OXFORDSHIRE CC	5.000	Fixed rate	0.48%	
WHITE HORSE	5.000	Fixed rate	0.80%	
PWLB	5.000	Fixed rate	5.63%	
OXFORDSHIRE CC	5.000	Fixed rate	0.48%	
OXFORDSHIRE CC	5.000	Fixed rate	0.55%	
PWLB Annuity	0.223	Annual repayments	Various	
Total:	£55.223	2.81%		

## 2.27 Investments

The Council's investment policy is governed by DLUHC Guidance, which was implemented in the annual investment strategy approved by Council on 28th February 2024. The investment activity during the year conformed to the approved strategy.

- 2.28 The Council maintained an average balance of £32.5m and received an average return of 4.98%. The Council continued to use Money Market Funds for short-term deposits, which are AAA rated securities and offer a slightly better rate of interest than the Debt Management Office. The Bank of England base rate decreased from 5.25% to 4.50% during 2024/25.

## 3. Options considered and recommended proposal

No options considered as the report outlines actual Treasury Management activity during 2024/25.

## 4. Consultation on proposal

- 4.1 None required

## 5. Timetable and Accountability for Implementing this Decision

- 5.1 None required

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

- 6.1 Treasury Management forms an integral part of the Council's overall financial arrangements. This report provides an update on the performance of the treasury management functions for 2024/25 against the prudential indicators as outline in the Treasury Management Strategy for 2024/25. There were no breaches of prudential indicators to report and savings were generated from the treasury management strategy adopted that played vital role in enabling the Council to operate a balanced budget.
- 6.2 There are no direct procurement implications arising from the report.

## **7. Legal Advice and Implications**

- 7.1 Compliance with legislation and guidance included in section 1 of this report ensures that the Council operates compliantly and within the requirements for local authority treasury management.
- 7.2 The Council has complied with the Prudential Indicators as detailed in Section 2.
- 7.3 The amount of borrowing detailed in Section 2 together with managing that borrowing in a manner compliant with the Prudential Indicators demonstrates that the amount of borrowing and the means of managing that borrowing is within the parameters set by the Act and the Prudential Code.

## **8. Human Resources Advice and Implications**

- 8.1 No direct implications.

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

- 9.1 No direct implications

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

- 10.1 This is a finance update report, providing a review of the Council's Treasury Management outturn position for 2024/25. Any equalities and human rights impacts from service delivery have been or are detailed as capital projects are pulled together for inclusion within the Council's capital programme.

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

- 11.1 No direct implications.

## **12. Implications for Partners**

- 12.1 None identified.

## **13. Risks and Mitigation**

- 13.1 Regular monitoring of treasury management activity throughout the financial year ensures that risks and uncertainties are addressed at an early stage and hence kept to a minimum.

**14. Accountable Officers**

Natalia Govorukhina, Head of Corporate Finance

Approvals obtained on behalf of Statutory Officers:-

	<b>Named Officer</b>	<b>Date</b>
Chief Executive	Sharon Kemp OBE	23/06/25
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	09/06/25
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	13/06/25

*Report Author: Tom Soulby, Finance Manager (Financial Accounting)*

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

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## APPENDIX 1

## Summary Prudential Indicators: Rotherham MBC

		Actual £m	Revised Estimate £m	Original Estimate £m
1	<b>Capital Expenditure (excluding PFI &amp; Finance lease liabilities)</b>	<b>140.590</b>	<b>202.052</b>	<b>245.275</b>
2	<b>Capital Financing Requirement (CFR) including PFI &amp; similar liabilities:</b>			
	General Fund	668.210	678.269	708.001
	HRA	314.343	314.622	324.575
	<b>Total</b>	<b>982.553</b>	<b>992.891</b>	<b>1032.576</b>
3	<b>Net Borrowing compared to CFR excluding PFI &amp; similar liabilities:</b>			
	Total Borrowing	677.233	854.780	797.889
	Total Investments	31.895	20.000	20.000
	Net Borrowing	645.338	834.780	777.889
	CFR (excluding PFI & Similar liabilities)	843.584	883.702	923.387
	<b>Under-borrowing</b>	<b>198.246</b>	<b>48.922</b>	<b>145.498</b>
4	<b>Net Borrowing compared to CFR including PFI &amp; similar liabilities:</b>			
	Borrowing (from above)	677.233	854.780	797.889
	Borrowing (PFI etc.)	138.969	109.189	109.189
	Total Borrowing	816.202	963.969	907.078
	Total Investments	31.895	41.113	20.000
	Net Borrowing	784.307	922.856	887.078
	CFR	982.553	992.891	1032.576
	<b>Under-borrowing</b>	<b>198.246</b>	<b>70.035</b>	<b>145.498</b>
5	<b>Authorised Limit for external debt</b>			
	Assumed Borrowing	903.702	903.702	942.623
	PFI & similar liabilities	111.373	111.373	111.373
	Authorised Limit	1015.075	1015.075	1053.996
	Total Borrowing	816.202	963.969	907.078
	<b>Borrowing Below Limit</b>	<b>198.873</b>	<b>51.106</b>	<b>146.918</b>
6	<b>Operational boundary for external debt</b>			
	Assumed Borrowing	884.780	884.780	827.889
	PFI & similar liabilities	109.189	109.189	109.189
	Operational Boundary	993.969	993.969	937.078
	Total Borrowing	816.202	963.969	907.078
	<b>Borrowing Below/(Above) Boundary</b>	<b>177.767</b>	<b>30.000</b>	<b>30.000</b>
7	<b>Maximum Funds invested &gt; 365 days</b>	<b>0.000</b>	<b>10.000</b>	<b>10.000</b>

		<b>Actual</b>	<b>Revised Estimate</b>	<b>Original Estimate</b>
		<b>%</b>	<b>%</b>	<b>%</b>
<b>8</b>	<b>Ratio of financing costs to net revenue stream – Non HRA</b>	7.71	8.24	12.66
<b>9</b>	<b>Ratio of financing costs to net revenue stream – HRA</b>	14.23	14.47	13.70

<b>10</b>	<b>Maturity Structure of Fixed Rate Borrowing</b>	<b>Actual</b>	<b>Revised Upper Limit</b>	<b>Original Upper Limit</b>
		<b>%</b>	<b>%</b>	<b>%</b>
	Under 12 months	19.93	60	60
	12 months to 2 years	4.43	35	35
	2 years to 5 years	10.34	45	45
	5 years to 10 years	1.48	45	45
	10 years to 20 years	5.45	45	45
	20 years to 30 years	8.32	50	50
	30 years to 40 years	7.38	50	50
	40 years to 50 years	36.77	55	55
	50 years and above	5.91	60	60

<b>11</b>	<b>Upper Limit on fixed interest rates based on fixed net debt</b>	<b>Actual</b>	<b>Revised Upper Limit</b>	<b>Original Upper Limit</b>
		<b>%</b>	<b>%</b>	<b>%</b>
		90	100	100

<b>12</b>	<b>Upper Limit on variable rates based on fixed net debt</b>	<b>Actual</b>	<b>Revised Upper Limit</b>	<b>Original Upper Limit</b>
		<b>%</b>	<b>%</b>	<b>%</b>
		10	50	50

## 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:**

Annual Treasury Management Report and Actual Prudential Indicators 2024/25

**Directorate:**

Finance and Customer Services

**Service area:**

Finance

**Lead person:**

Natalia Govorukhina

**Contact:**

01709 910147

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 Treasury Management reporting. There are three key reports a year that set out:

The TM Strategy

The TM Mid year performance

The TM outturn and performance against prudential indicators

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 position reports summarise the key variances for the TM function and considers the key financial pressures and risks.

### 3. Relevance to equality and diversity

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

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

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

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

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

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

#### 4. Considering the impact on equality and diversity

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

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

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

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

The report is backwards looking and reports on performance against previously agreed budgets and indicators. Equality and diversity have been considered, there is no direct impact on individual service users or other stakeholders. Any impacts have been covered previously at the point the strategy was approved.

- **Key findings**

n/a

- **Actions**

n/a

Date to scope and plan your Equality Analysis:	
--	--

Date to complete your Equality Analysis:	
--	--

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

#### 5. Governance, ownership and approval

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

Name	Job title	Date
Judith Badger	Strategic Director – Finance and Customer Services	9/6/25

## 6. Publishing

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

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

A copy of **all** screenings should also be sent to [equality@rotherham.gov.uk](mailto: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.

<b>Date screening completed</b>	23/05/25
<b>Report title and date</b>	Annual Treasury Management Report and Actual Prudential Indicators 2024/25
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	

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

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

No

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

This report is a financial update on performance of the Treasury Management function during 2024/25. There are no direct carbon impacts identified.

Supporting information:

Climate Impact Assessment Author

Tom Soulby  
Finance Manager  
Financial Services  
Finance and Customer Services

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

*N/A – insufficient data to calculate indirect emissions relating to financial portfolio.*

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: CIA485  
  
Louise Preston  
Climate Change Manager





Public Report  
Cabinet

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**Committee Name and Date of Committee Meeting**

Cabinet – 07 July 2025

**Report Title**

May 2025/26 Financial Monitoring Report

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

Yes

**Strategic Director Approving Submission of the Report**

Judith Badger, Strategic Director of Finance and Customer Services

**Report Author(s)**

Rob Mahon, Assistant Director – Financial Services  
01709 254518 or rob.mahon@rotherham.gov.uk

**Ward(s) Affected**

Borough-Wide

**Report Summary**

The report sets out the financial position as at the end of May 2025 and forecast for the remainder of the financial year, based on actual costs and income for the first two months of 2025/26. Financial performance is a key element within the assessment of the Council's overall performance framework and is essential to achievement of the objectives within the Council's policy agenda. To that end, this is the first financial monitoring report of a series of reports for the current financial year which will continue to be brought forward to Cabinet on a regular basis.

As at May 2025, the Council's financial position for 2025/26 remains positive with a projected underspend of £0.1m. This position is made up of a Directorate overspend of £4.2m, offset by a projected Central Service underspend of £4.3m.

The pressures reported in the Directorates are largely due to demand led pressures, in particular in relation to Children's residential placements. Increased costs are also being felt across the wider Children's social care market, this is leading to market prices increasing at above inflation levels, placing further pressures on the Council's Budget. These pressures were anticipated and a corporate provision was maintained within Central Services as part of the Budget and Council Tax Report 2025/26.

Early indications also suggest that the Local Government Pay Award will be higher than budgeted, the Council has no control over the level of pay award agreed.

As a result, Central Services has a £4.3m forecast underspend, reflecting the budgetary support from the £5.4m Social Care Contingency set aside as part of the Budget and Council Tax Report 2025/26 and Treasury Management Savings. This contingency and treasury savings are offset by the estimated financial impact of the Local Government Pay Award.

The Council's Treasury Management Strategy continues to perform well with the Council's approach to borrowing adapted to minimise the level of borrowing and borrow short term to ultimately minimise interest costs. The position has also improved following the outturn for 2024/25 because of re-profiling of the Capital Programme delivery, which pushes back the need to borrow. It is estimated that this approach should see the Council generate savings to support Council wide pressures such as the impact of the pay award. However, it should be noted that the Council's Budget and Council Tax Report 2025/26 approved a requirement for the Treasury Management Strategy to save at least £3m in 2025/26. This is on track, however economic and market conditions are out of the Council's control.

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

### **Recommendations**

That Cabinet

1. Note the current General Fund Revenue Budget forecast underspend of £0.1m.
2. Note the updated position of the Capital Programme.

### **List of Appendices Included**

*Appendix 1 Equalities Impact Assessment*

*Appendix 2 Carbon Impact Assessment*

### **Background Papers**

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

### **Consideration by any other Council Committee, Scrutiny or Advisory Panel**

No

### **Council Approval Required**

No

### **Exempt from the Press and Public**

No

## May Financial Monitoring 2025/26

### 1. Background

- 1.1** As part of its performance and control framework the Council is required to produce regular and timely reports for the Strategic Leadership Team and Cabinet to keep them informed of financial performance so that, where necessary, actions can be agreed and implemented to bring expenditure in line with the approved budget for the financial year.
- 1.2** Delivery of the Council's Revenue Budget, Medium Term Financial Strategy (MTFS) and Capital Programme within the parameters agreed by Council is essential if the Council's objectives are to be achieved. Financial performance is a key element within the assessment of the Council's overall performance framework.
- 1.3** This report is the first in a series of financial monitoring reports to Cabinet for 2025/26, setting out the projected year end revenue budget financial position in light of actual costs and income for the first two months of the financial year.

### 2. Key Issues

- 2.1** Table 1 below shows, by directorate, the summary forecast revenue outturn position.

**Table 1: Forecast Revenue Outturn 2025/26 as at May 2025**

Directorate	Budget 2025/26	Forecast Outturn 2025/26	Forecast Variance over/under (-)
	£m	£m	£m
Children and Young People's Services	72.2	76.7	4.5
Adult Care, Housing & Public Health	144.2	144.2	0.0
Regeneration and Environment Services	52.6	52.5	-0.1
Finance and Customer Services	37.4	37.4	0.0
Assistant Chief Executive	8.7	8.5	-0.2
Central Services	43.9	39.6	-4.3
<b>Directorate Forecast Outturn</b>	<b>359.0</b>	<b>358.9</b>	<b>-0.1</b>
<b>Dedicated Schools Grant</b>			2.9
<b>Housing Revenue Account (HRA)</b>			0.0

- 2.2** As at May 2025, the Council's financial position for 2025/26 remains positive with a projected underspend of £0.1m. This position is made up of a Directorate overspend of £4.2m, offset by a projected Central Service underspend of £4.3m.
- 2.3** As part of setting the Council's Budget and MTFS for 2025/26 the Council set a Social Care Contingency budget of £5.4m as a provision to support anticipated pressures across Social Care placements, principally linked to CYPS placements. This provision is factored into the Central Services forecast and as such supports the Council's financial position, mitigating Social Care cost pressures across the Council.
- 2.4** The forecast position will continue to be monitored closely and mitigations identified to address forecast pressures where possible. It is currently anticipated that the Council's financial position can be managed within the parameters approved within the Council's Budget and Council Tax Report 2025/26.
- 2.5** The Budget as approved at Council on 5th March 2025 included provisions, allocations for inflation, pay award and anticipated cost pressures. These budgets are held centrally at the start of the year and allocated to services as costs are confirmed and incurred.
- 2.6** The table below sets out the headline reasons for the movement between opening budgets and the latest budget that has been forecast against in this report.

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

Directorate	Opening Budget 2025/26	Pay Award / Fees & Charges Income Inflation	Contract Inflation & Central Provision Allocations to Services	Service Transfers between Directorates	Latest Budget 2025/26
	£m	£m	£m	£m	£m
CYPS	<b>68.8</b>	0.8	2.7	0	<b>72.2</b>
ACH&PH	<b>135.9</b>	0.9	7.4	-0	<b>144.2</b>
R&E	<b>48.6</b>	1.0	2.9	0	<b>52.6</b>
FCS	<b>35.1</b>	1.1	0.3	0.9	<b>37.4</b>
ACX	<b>8.3</b>	0.2	0.2	0	<b>8.7</b>
CS	<b>62.3</b>	-4.0	-13.5	-0.9	<b>43.9</b>
<b>TOTAL</b>	<b>359.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>359.0</b>

- 2.7** The Council's Budget and Council Tax report 2025/26 included the delivery of £7.494m of previously agreed savings to be delivered across the Directorates. At present, £1.456m of delivery has been secured. The biggest challenges at present on delivery relate to CYPS Placements, which is forecast as a significant cost pressure again in 2025/26. It remains challenging to clearly link the positive outcomes being delivered by CYPS in terms of reduced Looked After Children (LAC) numbers to the savings targets, principally as the service has seen rising market cost pressures and a number of significantly high cost placements.

- 2.8** The table below shows the total amount of all savings to be delivered during 2025/26 and the amount that has been delivered to date. More detail on savings delivery will be provided in the next financial monitoring report to Cabinet.

**Table 3: Delivery of Agreed Savings**

<b>Directorate</b>	<b>2025/26 Saving to be delivered £'000</b>	<b>Secured as at 31st May 2025 £'000</b>	<b>Still to be delivered £'000</b>
Adult Care, Housing and Public Health	600	0	600
Children's and Young Peoples Services	6,163	1,372	4,791
Regeneration and Environment	731	84	647
<b>Total</b>	<b>7,494</b>	<b>1,456</b>	<b>6,038</b>

- 2.9** The following sections provide further information regarding the Council's currently forecast outturn of £0.1m underspend, the key reasons for forecast under or overspend within directorates and the progress of savings delivery.

**Children and Young People Services Directorate (£4.5m forecast overspend)**

- 2.10** Children & Young People Services has a budget pressure of £4.5m at the end of May 2025 primarily driven by pressures in Children's Social Care and Education. In the main, the overall pressures relate to children in care placements costs (£4.3m) and Education Inclusion services (£0.2m).
- 2.11** The placements forecast pressure of £4.3m for May is consistent with the placement projections and plan for the year agreed with Service Management. The agreed placement plan reflects expected children in care placement numbers for the year and costs across the different placement provision types e.g. residential care, fostering, supported accommodation, etc.
- 2.12** The actual Children in Care (CiC) placement number at the end of May is 457 and compares favourably to the budget profile of 486. Placement numbers for May across the main provision types (including external residential care) continue to track positively against budget profile, except for in-house foster care where there is a reduction. Placement occupancy in Council owned children's homes (that are operational) currently stands at 75%, however this is expected to increase to 85% (budgeted level) in the next month.

- 2.13** The children's placement budget position shows that the Council continues to make progress in reducing the overall cost of placements year on year and is reducing demand. However, the placement mix and complexity of care placements remain the most significant challenge for the Council in this Directorate. The in-house residential programme and the increase of accommodation options for 16+ placements should help to alleviate these pressures. It should be noted that the number of Unaccompanied Asylum-Seeking Children (UASC) continues to impact demand levels and placement options available for step downs.
- 2.14** A forecast overspend of £0.2m is currently anticipated against the Education Inclusion Service. This reflects income pressures facing the Education Psychology service as the service is placing greater focus on the core statutory service that delivers stronger outcomes in terms of improving inclusiveness within schools (creating a shortfall in trading income with schools). Separately, it should be noted that the use of Locum and agency staff within Education Psychology service and in the Education Health Care (EHC) team poses a potential significant financial risk that will need to be closely monitored during the year.
- 2.15** A balanced budget position is currently forecast against the Social Care Assisted Travel budgets (Home to School) managed within CYPS, that relate to children in care who are placed with foster carers outside the borough and post 16 learners with Education, Health and Care Plan (EHCP's).

#### **Dedicated Schools Grant (DSG) (£2.9m forecast deficit)**

- 2.16** A net surplus balance of £1.2m is currently forecast for all 21 maintained schools in Rotherham for 2025/26 based on submitted budget plans. Within this there are 4 schools with forecast budget deficits totalling £463k. A budget recovery plan will be agreed with these schools to bring the budget back into a surplus position within an agreed timeframe.
- 2.17** A cost pressure of £2.9m is currently forecast for central DSG budgets and mainly relates to the Special Education Needs and Disabilities (SEND) / high needs budget. The cost pressure reflects the ongoing demand pressures in the SEND system, namely, inflationary cost, increase in EHCP pupils and continuing out of authority placements.
- 2.18** The latest DSG reserve account, inclusive of the above high needs deficit and expected safety valves funding payments from Department for Education (DfE), shows a forecast accumulated DSG deficit of £3.4m at the end of the financial year. This forecast accumulated year end deficit presents a financial risk to the Council, as the statutory protection of DSG deficits is due to be removed from the end of 2025 under current legislation.

#### **Adult Care, Housing and Public Health (£0.0m balanced position)**

- 2.19** The directorate is forecasting a balanced outturn position. However, there are areas of risk that will need to be closely monitored over the year. The cost of care packages is based on demand and has been increasing significantly for a number

of years. The two main areas of pressure are older people and mental health support, due to increased numbers of people in older people's residential and nursing care and in mental health provision, as well as increased complexity, and hence cost.

- 2.20** A focus on preventative work, including through the increased use of the Enablement service and a strength-based approach is looking at improving people's outcomes, whilst also minimising the need for long-term support. Staffing costs are another area of risk as a high number of vacancies in statutory services will potentially lead to increased spend on agency.
- 2.21** Neighbourhood Services (Housing) is forecast to come in on budget. The cost of homelessness will be closely monitored over the year. A number of temporary accommodation properties have been acquired to reduce the spend on hotels. At the end of May 2025 there were 5 households in hotels, down from a high of 87 in April 24.
- 2.22** Public Health is also forecast to budget at this stage.

#### **Regeneration and Environment Directorate (£0.1m forecast underspend)**

- 2.23** The Directorate is forecasting an underspend of £0.1m. Within each service there are a significant number of offsetting over and underspends.
- 2.24** The Waste Management service has a requirement for the delivery of the £0.5m saving linked to utilising route optimisation to improve the efficiency of the service, approved as part of the Budget and Council Tax Report 2025/26. As work progresses on route optimisation to increase the efficiency of waste rounds, the position regards to the delivery of this saving will become clearer. The Markets service is forecasting a £0.3m overspend because of income shortfalls which is a similar position to previous years, though is expected to improve as the redevelopment of the Markets completes. Within Culture Sport and Tourism, there is a £0.3m overspend resulting from assorted income pressures within Country Parks along with additional staffing.
- 2.25** These pressures are offset by a £0.3m underspend in Community Safety and Regulation owing to vacancies and delays in implementation of the new Safer Streets team. Licensing is also projecting a £0.2m underspend as a result of vacancies, which is a similar position to last year. The Rotherham Investment & Development Office (RIDO) team is capitalising staff salaries of project managers delivering the Capital Programme, resulting in a £0.2m revenue underspend.

#### **Finance and Customer Services (£0.0m balanced position)**

- 2.26** Overall, the directorate is reporting a balanced position. Whilst there are some financial challenges within the wider directorate, projected savings on Legal disbursements and additional income generation in Bereavement Services and Building Cleaning are expected to offset those pressures along with robust budget management.

- 2.27** Property and Facilities Services (PFS) is forecast to be underspent by £0.5m. There's an underspend of £1.2m within Facilities Services as income is above budget in Building Cleaning. Facilities Management is £0.6m overspent due to assorted building costs above budget, in the main, repairs and maintenance. Across PFS there is £0.1m overspend on staffing as a result of a restructure that is underway.
- 2.28** Within Customer, Information and Digital Services, increased costs on postage and print are under review. Ongoing recruitment challenges are creating a temporary cost reduction, which is offset by temporary and managed over-recruitment within Customer Services Contact Centre to help manage the difficulties caused by high staff turnover in this area, that impacts on call waiting times.
- 2.29** Legal Services faces continued demand for legal support with child protection hearings and court case costs relating to Looked After Children. Ongoing difficulties in recruiting to key posts are currently resulting in the extended use of locum solicitors and external suppliers. However, the number of cases remains volatile and will continue to be monitored closely, along with an internal development programme for in trainee solicitors. The projected savings on Legal disbursements are helping to offset these pressures.

#### **Assistant Chief Executive (£0.2m underspend)**

- 2.30** The service is currently forecasting an underspend of £190k. Contributing factors include external grant income and a number of vacancies in services such as Human Resources, Organisational Development and Change and Policy Performance and Improvement at the start of the year which have now been recruited to in the main and overachievement of income from salary sacrifice schemes.

#### **Central Services (£4.3m underspend)**

- 2.31** Central Services has a £4.3m forecast underspend, reflecting use of the £5.4m Social Care Contingency set aside when the Budget was approved and Treasury Management Savings, offset by the estimated financial impact of the Local Government Pay Award.
- 2.32** There continues to be significant financial challenges as a result of increased market costs and the potential impact of the 2025/26 Local Government Pay Award. It has been well reported that the impact of high inflation in recent years continues to impact the renewal of Council contracts and payments to key service providers, thus creating a financial challenge to the MTFS. However, the Council was able to build into the Council's Budget and Council Tax Report 2025/26 greater levels of funding to manage the impact of these costs. As such it is currently anticipated that the impact can be controlled within the existing budgetary provision. Ongoing uncertainty in the global and UK economy remains a significant budget risk and as such will need to continue to be closely monitored.



- 2.33** The Council's Treasury Management functions are expected to continue to perform well for the bulk of 2025/26. The Council still holds cash balances and can invest them for a greater return, and additional slippage on the Capital Programme in 2024/25 means that the level of financing costs for 2025/26 will be less than previously anticipated. The benefits from the Treasury Management function can be used to support wider inflationary pressures that the Council will face during 2025/26, however it should be noted that as the Capital Programme progresses, these short-term opportunities will diminish.
- 2.34** The Central Services budgets are made up of a number of corporate budgets for levies and charges such as the Integrated Transport Levy (ITA), Private Finance Initiative (PFI) Financing, and Treasury Management. A list of the main budget areas within Central Services was provided as part of the Council's Budget and Council Tax Report 2025/26, approved at Council on 5<sup>th</sup> March 2025. The costs within this area are largely fixed costs, set out prior to the start of a financial year, not specific to a particular Directorate and are therefore not controllable by the directorates and thus held centrally.

#### **Housing Revenue Account (HRA) (£0.0m balanced position)**

- 2.35** The Housing Revenue Account is a statutory ring-fenced account that the Council has to maintain in respect of the income and expenditure incurred in relation to its council dwellings and associated assets. The HRA is currently forecast to budget. The areas of risk, including development costs, will be monitored over the year.

#### **Capital Programme Update**

- 2.36** The Capital Programme 2025/26 has been updated following the 2024/25 outturn and the latest information on project position and delivery plans. The Capital Programme 2025/26 has been reset at £211.024m split between the General Fund £149.275m and HRA £61.749m. This position will act as the original budget position for 2025/26, future reports will explain how this budget moves during the year due to project and programme variations, but this value will remain as the original budget.
- 2.37** The 2025/26 programme has decreased overall by £30.969m from the position reported to Cabinet in March 2025. The movement is based on the latest profiles of expenditure against schemes, following the 2024/25 outturn position, factoring in slippage from 2024/25 and new grant funding.

**Table 4: Updated Capital Programme 2025/26 to 2028/29**

Directorate	2025/26	2026/27	2027/28	2028/29	Total
	Budget	Budget	Budget	Budget	Budget
	£m	£m	£m	£m	£m
<b>General Fund Capital</b>					
Children and Young People's Services	14.879	9.403	6.836	17.120	248.238
Regeneration and Environment	104.493	47.835	12.473	14.140	178.941
Adult Care & Housing	13.902	4.924	8.969	6.927	34.721
Assistant Chief Executive	0.441	0.210	0.210	0.210	1.071
Finance and Customer Services	15.561	16.825	7.629	19.423	59.438
<b>Total General Fund Capital</b>	<b>149.275</b>	<b>79.197</b>	<b>36.116</b>	<b>57.820</b>	<b>322.408</b>
<b>Total HRA Capital</b>	<b>61.749</b>	<b>76.843</b>	<b>49.153</b>	<b>106.595</b>	<b>294.339</b>
<b>Total RMBC Capital Programme</b>	<b>211.024</b>	<b>156.040</b>	<b>85.269</b>	<b>164.415</b>	<b>616.748</b>

**Table 5: Funding of the approved Capital Programme**

Funding Stream	2025/26	2026/27	2027/28	2028/29	Total
	Budget	Budget	Budget	Budget	Budget
	£m	£m	£m	£m	£m
Grants and Contributions	70.858	33.379	10.054	16.762	131.053
Unsupported Borrowing	77.729	45.678	25.919	40.912	190.239
Capital Receipts	0.551	0.000	0.000	0.000	0.551
HRA Contribution	0.137	0.140	0.143	0.146	0.566
<b>Total Funding - General Fund</b>	<b>149.275</b>	<b>79.197</b>	<b>36.116</b>	<b>57.820</b>	<b>322.408</b>
Grants and Contributions	2.837	2.883	0.816	27.847	34.384
Unsupported Borrowing	14.059	31.007	11.325	25.181	81.572
Housing Major Repairs Allowance	36.964	25.256	27.803	28.669	118.693
Capital Receipts	4.705	4.773	3.208	18.387	31.073
Revenue Contribution	3.183	12.924	6.000	6.511	28.617
<b>Total Funding - HRA</b>	<b>61.749</b>	<b>76.843</b>	<b>49.153</b>	<b>106.595</b>	<b>294.339</b>
<b>Total</b>	<b>211.024</b>	<b>156.040</b>	<b>85.269</b>	<b>164.415</b>	<b>616.748</b>

### **3. Options considered and recommended proposal**

- 3.1** With regard to the current forecast net revenue budget underspend of £0.1m, the Council will need to continue to carefully control the delivery of services within Budget to minimise the risk of requiring the use of reserves to balance the Council's Budget in 2025/26. A key area of focus for the Council will be the tracking, monitoring and delivery of savings plans approved as part of the Budget and Council Tax Report 2025/26. Should any of those prove to be undeliverable, the Council will need to quickly identify and seek approval for alternative options. It is nationally recognised best practice to monitor the performance against the agreed revenue budgets and the Capital Programme throughout the year.

### **4. Consultation on proposal**

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

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

- 5.1** Strategic Directors, Managers and Budget Holders will ensure ongoing tight management and close scrutiny of spend this financial year.
- 5.2** Financial Monitoring reports are taken to Cabinet meetings during the year. The Financial Outturn report for 2025/26 will be taken to Cabinet in July 2026.

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

- 6.1** The Council's financial position is detailed within the report along with the estimated impact of current financial pressures from inflation and increases in demand. This position continues to be monitored closely. Control over spending remains critical to both maintaining the robust Reserves Strategy and Medium Term Financial Strategy.
- 6.2** An update on the Council's Medium Term Financial Strategy will be provided to Cabinet later in 2025. This will provide a more detailed update on the Council's Medium Term Financial Planning factoring in the impact of the current year financial pressures and the longer term impacts on the MTFS and reserves strategy.
- 6.3** There are no direct procurement implications arising from the recommendations detailed in this report. Project specific implications have been addressed in the Key Issues section.

### **7. Legal Advice and Implications**

- 7.1** No direct legal implications.

**8. Human Resources Advice and Implications**

8.1 No direct implications.

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

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

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

10.1 This is a finance update report, providing a review of current progress to date on the Council's revenue and capital budgets, any equalities and human rights impacts from service delivery have been or will be detailed as service budgets, capital projects are pulled together for inclusion within the Council's revenue budget or capital programme.

10.2 An Initial Equality Screening (Part A) has been completed and is attached as Appendix 1.

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

11.1 No direct implications.

**12. Implications for Partners**

12.1 At a time of economic difficulty and tight financial constraints, managing spend in line with the Council's budget is paramount. Careful scrutiny of expenditure and income across all services and close budget monitoring therefore remain a top priority if the Council is to deliver both its annual and medium term financial plans while sustaining its overall financial resilience

**13. Accountable Officers**

Rob Mahon, Assistant Director – Financial Services

Approvals obtained on behalf of Statutory Officers:-

	<b>Named Officer</b>	<b>Date</b>
Chief Executive	Sharon Kemp	23/06/2025
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	19/06/2025
Assistant Director, Legal Services (Monitoring Officer)	Phillip Horsfield	19/06/2025

*Report Author: Rob Mahon, Assistant Director – Financial Services*

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

## Initial Equality Screening Assessment (Part A)

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

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

Completed at the earliest opportunity it will help to determine:

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

### 1. Title

**Title:** May 2025/26 Financial Monitoring Report

**Directorate: Finance and Customer Services**

**Service area: Finance**

**Lead person:**  
Rob Mahon

**Contact:** 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

## Appendix 1

relevant Cabinet Member.

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

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

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

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

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

### 3. Relevance to equality and diversity

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

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

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

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

## Appendix 1

provided, located and by whom?		
Could the proposal affect the Council's workforce or employment practices?		x
<b>If you have answered no to all the questions above, please explain the reason.</b>		
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**.

<b>4. Considering the impact on equality and diversity</b>	
<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 <b>Equality Analysis</b>.</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"> <li><b>How have you considered equality and diversity?</b></li> </ul> <p>N/A</p>	
<ul style="list-style-type: none"> <li><b>Key findings</b></li> </ul> <p>N/A</p>	
<ul style="list-style-type: none"> <li><b>Actions</b></li> </ul> <p>N/A</p>	
Date to scope and plan your Equality Analysis:	n/a
Date to complete your Equality Analysis:	n/a
Lead person for your Equality Analysis (Include name and job title):	n/a

### 5. Governance, ownership and approval

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

Name	Job title	Date
Rob Mahon	Assistant Director Financial Services	13/06/2025

### 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](mailto: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.

<b>Date screening completed</b>	
<b>Report title and date</b>	May 2025/26 Financial Monitoring Report To Cabinet 7 <sup>th</sup> July 2025
<b>If relates to a Key Delegated Decision, Executive Board, Council or a Significant Operational Decision – report date and date sent for publication</b>	Not Applicable
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	16/06/2025



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

Nikki Kelly  
Finance Manager (Corporate Finance)  
Financial Services  
Finance and Customer Services

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

N/A

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

N/A

Validation

Tracking Reference: CIA490

**Overview and Scrutiny Management Board – Work Programme 2025-26****Chair: Councillor Brian Steele****Vice-Chair: Cllr Joshua Bacon****Governance Manager: Barbel Gale****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 - Pre-decision 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 - Pre-decision Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Wednesday 2 July 2025	Council Plan 2022-2025 and Year Ahead Delivery Plan Progress Update 2024-25 - Pre-decision Ethical Procurement Policy - Pre-decision Financial Outturn 2024- 25 - Pre-decision Treasury Management Outturn 2024-25 - Pre-decision May 2025-26 Financial Monitoring Report - Pre-decision Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Tuesday 9 September	Progress update on the implementation Economic Inactivity Trailblazer programme Scrutiny Annual Report 2024-2025

2025	Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Wednesday 8 October 2025	Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Wednesday 12 November 2025	Leader Q&A - to be scheduled after Council plan on the agenda. Complaints Annual Report Safer Rotherham Partnership Annual Report Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Wednesday 10 December 2025	Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Tuesday 13 January 2026	Council Plan 2025 - 2028 & New Year Ahead Delivery Plan - Pre-decision Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Wednesday 4 February 2026	Question and answer session, Mayor Coppard, South Yorkshire Combined Mayoral Authority. Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
Wednesday 11 March 2026	Modern Slavery Transparency Statement - Annual Refresh Work Programme Work in progress from Select Commissions Forward Plan of Key Decisions
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

**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 ( <a href="https://modgov-p-db1.rotherham.gov.uk/ieListDocuments.aspx?CId=894&amp;MID=15772#AI96184">https://modgov-p-db1.rotherham.gov.uk/ieListDocuments.aspx?CId=894&amp;MID=15772#AI96184</a> ) linked to the Byelaws/Life Saving Equipment motion (Council 30/11/22 <a href="https://modgov-p-db1.rotherham.gov.uk/mgAi.aspx?ID=95268">https://modgov-p-db1.rotherham.gov.uk/mgAi.aspx?ID=95268</a> )
Initial discussions taking place	Spotlight Review - Agency Staff
Completed	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.
Sep-25	A briefing to be provided to OSMB detailing information on the number of vacancies where recruitment to those vacancies was held for a period of time, listed by directorate and the potential impacts of delaying that recruitment process.

**Items for Future Consideration**

Apr-26	Future Rothercare Model

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