

OVERVIEW AND SCRUTINY MANAGEMENT BOARD

Date and Time:- Tuesday 13 January 2026 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, Harper, 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 10 December 2025 (Pages 5 - 27)

To consider the minutes of the previous meeting of the Overview and Scrutiny Management Board held on 10 December 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.

Item for Pre-Decision Scrutiny

In accordance with the outcome of the Governance Review in 2016, the following items are submitted for pre-scrutiny ahead of the Cabinet meeting on Monday 19 January 2026. 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 and Year Ahead Delivery Plan Progress Update (Pages 29 - 176)

Report from the Executive Director of Corporate Services.

Recommendations:

That Cabinet:

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

For Discussion/Decision

7. Question and Answer session with the Leader of the Council

A Question-and-Answer session with the Leader of the Council regarding matters within the scope of their portfolio.

Item for Pre-Decision Scrutiny

In accordance with the outcome of the Governance Review in 2016, the following items are submitted for pre-scrutiny ahead of the Cabinet meeting on Monday 19 January 2026. Members of the Overview and Scrutiny Management Board are invited to comment and make recommendations on the proposals contained within the report.

8. November 2025-26 Financial Monitoring Report (Pages 177 - 200)

Report from the Executive Director of Corporate Services.

Recommendations:

That Cabinet:

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

£3.4m.

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

For Discussion/Decision

9. Medium-Term Financial Strategy Update (Pages 201 - 222)

To consider the Medium-Term Financial Strategy update.

Item for Pre-Decision Scrutiny

In accordance with the outcome of the Governance Review in 2016, the following items are submitted for pre-scrutiny ahead of the Cabinet meeting on Monday 19 January 2026. Members of the Overview and Scrutiny Management Board are invited to comment and make recommendations on the proposals contained within the report.

10. Strategic Community Infrastructure Levy (CIL) Update (Pages 223 - 245)

Report from the Executive Director of Regeneration and Environment.

Recommendation:

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

For Information/Monitoring:-

11. Work Programme (Pages 247 - 249)

To consider the Board's Work Programme.

12. 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](#)

13. South Yorkshire Mayoral Combined Authority Overview and Scrutiny Committee

As part of their role the Chair and Vice Chair of OSMB are appointed to the South Yorkshire Mayoral Combined Authority (MCA) Overview and Scrutiny Committee. The Chair of OSMB is the Vice Chair on this committee.

This committee holds the MCA to account and ensure that all aspects of the decision-making process are transparent, inclusive and fair. The Committee are responsible for checking that the MCA is delivering its objectives and that the decisions made in policies, strategies and plans have been made in the best interests of the residents and workers of South Yorkshire.

The published agenda packs and minutes can be accessed via: [South Yorkshire MCA](#).

Members who have comments and queries regarding any item on any agenda should refer this to the Chair of OSMB and the Governance Manager at the earliest opportunity to ensure they're reflected in debate during the relevant public meeting.

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 Wednesday 4 February 2026 commencing at 10.00 a.m. in Rotherham Town Hall.



John Edwards,
Chief Executive.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
Wednesday 10 December 2025

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

Apologies were received from Councillors Yasseen.

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

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

67. MINUTES OF MEETING WEDNESDAY 12 NOVEMBER 2025 OF OVERVIEW AND SCRUTINY MANAGEMENT BOARD

Resolved: That the Minutes of the meeting of the Overview and Scrutiny Management Board held on 12 November 2025 be approved as a true record.

68. DECLARATIONS OF INTEREST

No declarations of interest were made.

69. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

No questions were received.

70. EXCLUSION OF THE PRESS AND PUBLIC

There were no reasons to exclude the press or public.

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

At the Chair's invitation the Cabinet Member for Housing introduced the report highlighting the starting premise was that everyone deserved a safe, warm home, and the aim was to be the best social housing provider.

The HRA was ring-fenced and self-funding, with no reliance on council tax. It covered all housing-related costs, including repairs, maintenance, property upgrades (e.g., kitchens, bathrooms, roofs), new builds, acquisitions, and housing and neighbourhood support services.

Historically, rents were kept as low as possible, but the service faced increasing challenges and regulatory requirements, alongside ambitions to maintain high standards. Recent and upcoming changes included Awaab's Law (damp and mould management), stock condition surveys (for compliance and quality assurance), and minimum energy efficiency ratings (C), which would be costly. Future changes under the Decent Homes Standard were anticipated but unclear.

The team planned to present proposals on rent, rent convergence, garage rents, and fees. The Chair then handed over to the housing team for the presentation.

The Assistant Director of Housing and the Head of Housing Income and Support Services ran through the presentation. Before presenting proposals, additional background was provided on the Housing Revenue Account (HRA). As noted, the HRA was a self-financing, ring-fenced account funded by rents, used for repairs, maintenance, and investment in housing stock. The HRA business plan was reviewed annually to ensure 30-year viability, which had become increasingly difficult due to significant pressures.

Risks were highlighted: both locally and nationally, the HRA had been under pressure for several years. Key factors included increased regulatory requirements, such as the Social Housing Regulation Act, fire safety changes, and Awaab's Law which were not anticipated when self-financing was introduced in 2012. Self-financing meant no government subsidy; income was limited to rent collected. This created challenges in balancing investment in existing stock (a priority) against new stock. Economic pressures, including inflation and rent increases not keeping pace with costs, further compounding the situation.

Further background was provided on pressures facing the HRA. While compliance with legal and regulatory requirements was clear, upcoming government announcements were expected to add further pressure. Consultation on changes to the Decent Homes Standard was ongoing; costs would remain unclear until details were confirmed.

Locally, investment continued in both existing stock and new builds, supported by borrowing. Internal challenges included securing a new repairs and maintenance contract, expected to cost more, and the completion of stock condition surveys on all 19,000 properties to enable a shift from responsive to planned repairs.

Nationally, Rotherham participated in lobbying for greater HRA support and flexibility. Government responses included a longer-term rent settlement, changes to Right to Buy eligibility, and funding announcements, £39 million nationally for new homes over 10 years, with £700 million allocated to the South Yorkshire Mayoral Combined Authority area. However, clarity was still awaited on self-financing, energy efficiency, low-carbon requirements, and Decent Homes 2 standards.

Significant risks and costs were highlighted for the HRA due to the upcoming regulations. Funding these pressures would rely solely on rental income, as the HRA was self-financing. The Government's proposals on rent convergence remained under consultation, with decisions deferred from November to January 2026. Many of the Council's proposals were based on the assumption that rent convergence

would proceed.

Rent convergence aimed to ensure tenants in similar properties paid the same rent. Currently, long-standing tenants often paid less than new tenants, who were charged at the government-set formula rent. Government proposals allowed for additional increases of either £1 or £2 per week (excluding inflation), meaning convergence would take eight years at £1 per week or four years at £2 per week to take full effect. Around 3,000 tenants already paid formula rent.

A comparison of proposed rents (including a 4.8% increase plus £2 convergence) against private sector rents showed social rents remained significantly lower across all property sizes.

The options for rent increases were outlined. The first option, CPI + 1%, aligned with the government's social rent formula and would generate approximately £4.1 million additional income for the HRA. This could fund, for example, 780 kitchen replacements, 1,400 bathrooms, 21 home acquisitions, or 12 new builds.

The second option, CPI + 1% plus £1 per week convergence, would generate around £4.9 million, while the third option, CPI + 1% plus £2 per week convergence, would generate approximately £5.6 million. A summary table in the report compared potential outcomes for each option.

Rent convergence would also support the continuation of the housing growth programme, enabling an extension of the current 1,000-homes build by an additional 500 units through to 2037–38. Factoring in Right to Buy restrictions, this would result in a net increase of around 300 homes.

The impact of the proposals on tenants was considered. Of 19,500 tenancies, approximately 15,000 received housing benefit or universal credit, meaning rent increases would be covered in full or part. Around 4,500 tenancies without benefits would be directly affected, though analysis indicated minimal financial impact in most cases, even with the highest increase. Recent changes to child benefit caps were expected to improve affordability further. Around 15% of tenants already paid formula rent due to existing policy.

Support packages were highlighted, including tenancy support services offering wraparound assistance for tenants at risk of losing their homes due to financial or other crises. Additional tenant support services were outlined. These included the Money and Benefit Advice Service, assisting thousands annually to access entitled benefits; a Benefit Advisory Service via Age UK for pension-age tenants; and support for Discretionary Housing Payments through the Revenues and Benefits Service.

For working tenants, the Employment Support Programme provided help with job access, training, and coaching to improve financial stability. The RMBC Household Support Fund offered assistance such as free school meals during holidays and an Energy Crisis Support Fund, granting £250

to residents with less than £150 disposable income per month.

Rent increase impacts were summarised: at £2 per week convergence, the average rent would rise to £101.07 per week, with differences between options ranging from £4.56 to £6.70. Modelling showed that adopting CPI + 1% plus £2 convergence would generate approximately £83 million additional income over the life of the business plan.

Significant upfront regulatory costs over the next four to five years, coinciding with completion of the 1,000 Homes Growth Programme, would create early cash flow pressures. The proposal was to borrow in the initial years to fund compliance with Awaab's Law, minimum energy efficiency standards, Decent Homes requirements, and improvements identified through stock condition surveys. Borrowing costs and minimum reserve balances were detailed in the report, with repayment planned in later years when cash flow improved.

The financial implications of rent options were summarised. Minimum reserve positions ranged from 11 years under CPI + 1% to two years under CPI + 1% plus £2 convergence. The plan proposed further investment of £213 million in housing growth, delivering 860 additional units, 360 to complete the 1,000 Homes Programme and 500 new homes by 2037-38. Significant upfront investment was also planned for existing stock to ensure homes were safe and warm, increasing average investment per unit from £45,000 to £60,000 over the 30-year plan.

Additional commitments included increasing energy efficiency investment by £24 million (to meet standards by 2030) and a 10% increase in garage rents, generating £90–95k annually to fund garage site improvements. Proposals also included:

- Rent increase of 4.8% plus £2 convergence, subject to government confirmation in January; if not approved, increase would revert to CPI + 1%.
- Affordable rents to increase by 4.8%, with revaluation at re-let for compliance.
- Shared ownership rents to increase by 5%.
- Garage rents to increase by 10%.
- Furnished home charges frozen; other fees and charges up by 3%.
- District heating unit rate maintained at 13.09p/kWh, keeping bills £60–£70 below forecast gas price cap.

Budget proposals included £37.7m for supervision and management (up £2.5m), with allocations for service delivery transition, repairs model review, and interim changes. Repairs and maintenance revenue was set at £30.5m, an increase of £2.9m over three years, to meet demand and address repairs identified through stock condition surveys and regulatory requirements.

Further financial details were provided. An additional £2.9m per year was allocated to cover rising costs and regulatory requirements, retained from

2029-30 onwards to offset anticipated increases when the repairs contract was renewed in 2030. A further £1.2m was added for planned repairs and £200k for estate caretaking to meet service demand.

On the capital side, the housing delivery programme budget was increased by £230m, continuing new home development through to 2037-38. Repairs and maintenance capital investment was significantly increased, raising average investment per unit from £45,000 to £60,000 over 30 years, totalling approximately £1.3bn. Energy efficiency investment was increased to £41m to achieve EPC Band C by 2030. A further £13.2m was allocated to improve district heating system networks from 2028–29 onwards, aiming to enhance efficiency and reduce tenant bills.

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

Councillor A Carter asked for clarification on the £1.2 billion investment in existing housing stock referenced in the presentation. He queried whether this related to Awaab's Law and energy efficiency requirements and requested details on the anticipated overall costs for Awaab's Law compliance and energy rating improvements.

In response, officers confirmed that Awaab's Law would initially result in increased revenue spend, with £2.9m per year added to the repairs and maintenance budget to part-fund these costs. For energy performance improvements, £41m was included in the plan to enhance thermal comfort and make auxiliary upgrades such as LED lighting. The larger £1.2bn investment related to stock condition survey outcomes, ensuring significant upgrades which included aspects such as kitchens, bathrooms, re-roofing, re-pointing, and new heating systems. This increase aimed to raise the average investment per unit from £45,000 to £60,000 over the 30-year plan, delivering safe, warm, and secure homes.

In a Supplementary Question, Councillor A Carter asked if the £2.9m allocation was specifically to part-fund legal changes under Awaab's Law and whether this implied that properties did not currently meet damp prevention criteria.

The Head of Housing Income and Support Services confirmed that the £2.9m was to enable the service to meet new regulatory standards under Awaab's Law, which required hazards such as damp and mould to be addressed within strict timelines, sometimes within 24 hours. This significantly increased service and contractor costs to mobilise immediate repairs. Historically, such issues could be addressed within 28 days; now urgent cases must be resolved within one day.

In response to a question from the Chair, the Head of Housing Income and Support Services reiterated that severe damp or mould cases now required action within 24 hours, compared to previous 28-day timescales,

driving higher costs. The Cabinet Member for Housing added that the service would triage cases using photographs submitted by tenants, with response times depending on severity. The stock condition surveys were ongoing, and while initial results on issues of damp and mould findings were positive, only a small proportion of surveys had been completed, so assumptions were limited. The £2.8 - £2.9m allocation was based on current estimates but could vary depending on survey findings. It was clarified that costs included not only treatment (e.g., spraying walls) but also preventative measures such as installing ventilation and bathroom fans.

Councillor Blackham referred to Appendix 3 on HRA reserve levels and queried how the figures had been calculated. He noted that while the graph showed a logical correlation between rent increases and reserve levels, the paper did not explain the methodology. He stressed that, given the major capital programme and borrowing requirements, the integrity of reserve level calculations was fundamental to the business plan through 2030 and beyond and requested clarification on the calculation process.

The Head of Housing Income and Support Services explained that under HRA regulations there was no prescribed minimum reserve level. The Council was moving to a risk-based reserve approach, identifying potential risks to ensure sufficient funding at property level. Current reserve levels shown in the plan increased significantly toward the end of the period, but these were not expected to remain at that level once additional regulatory costs, such as Decent Homes 2 and minimum energy efficiency standards, were confirmed. Reserves would likely reduce when the plan was refreshed next year, once the full scope of required work was understood.

In his supplementary question Councillor Blackham requested that the calculations used to determine the reserve levels shown in Appendix 3 be shared at a later date, noting the importance of understanding the methodology given the major capital programme and borrowing requirements. It was confirmed that this information could be shared after the meeting.

Councillor Brent asked for clarification on whether the proposals included both a one-year rent increase and longer-term projections for rent convergence and formula funding over four years.

The Head of Housing Income and Support Services confirmed that the funding projection related to rent convergence, which could run for up to 10 years under government proposals. Final details would depend on the government announcement expected in January 2026.

It was noted that rent increases would be reviewed again next year. The model for Mrs. Smith's house and Mrs. Jones's property showed a figure of 108. The inflationary impact on rent increases was acknowledged, and the four-year convergence projection was questioned in light of inflation.

In response, inflation was confirmed as being built into the plan. Convergence was noted as being separate from inflation. It was explained that rents would still increase annually by CPI plus 1%, if agreed by the council. The £8 difference between £100 and £108 would only reduce gradually by adding £1–£2 per week, as both rents increased at the same inflation rate. It was confirmed that inflation would affect the four-year convergence rate. The £2 adjustment was intended to apply for four years to support convergence, while rents would also rise annually by CPI plus 1%, subject to council decision. The inflation level would vary each year based on CPI.

Councillor Harper noted that discussions often focused on the 76% of tenants who did not pay all their rent, while the 24% who paid in full were sometimes overlooked. A request was made for a profile of this 24% to understand how close they were to requiring support. Concern was raised that tenants on affordable rent who had not yet moved to formula rent faced an increase of around £30 per month, which could push more tenants into arrears next year.

It was acknowledged that, unlike national government, the council did not have access to HMRC data for impact assessments. Affordability checks were confirmed as being carried out at tenancy sign-up, but ongoing income changes were not monitored, and tenants typically came to attention only when claiming benefits. It was reported that 3,000 tenants were already on formula rent, representing about 15%, and clarification was sought on what proportion of these paid in full. It was also noted that rent cards did not indicate whether tenants were on formula or affordable rent. The proposal had already been publicised on the BBC website and in the Advertiser, meaning residents were likely aware of potential changes. It was highlighted that £2 of the proposed adjustment depended on national government policy. A request was made for data on the 24% who paid in full, specifically how close they were to needing benefits as a result of the £30 monthly increase.

In response it was reported that of the 3,000 tenants paying formula rent, around 640 paid the full amount themselves. An affordability overview based on different household circumstances had been included in the report appendices, with further analysis to be provided after the meeting showing average rent increases by ward and property type to illustrate the impact of convergence. Appendix 5 contained the relevant details. It was noted that a clear communications plan was essential to ensure residents understood their rent type and whether convergence applied. Once tenants reached convergence, they would only pay the additional £1 or £2 until alignment was achieved, and this could be reviewed again next year. It was highlighted that delaying convergence would widen the gap and affect the sustainability of the HRA, as rental income would be lost each year. Previous rent reductions of 1% over four years and capped inflation increases had left the business plan behind target, and these shortfalls had not been recovered. The long-term impact of decisions on the HRA was emphasised.

The Cabinet member for Housing responded to Councillor Harper's point regarding income data, confirming that the Council had no way of knowing tenants' earnings if they were not on benefits, as it did not have access to salary records.

Councillor Harper queried the year the council began automatically moving tenants to formula rent and whether tenants could determine this based on their tenancy start date. The Head of Housing Income and Support Services confirmed they would provide clarification after the meeting on when the transition to rent convergence began.

Councillor Monk noted that the HRA faced significant demands, making it difficult to determine the highest priority at present. It was questioned how priorities would be managed between acquiring new homes, meeting the Decent Homes Standard, and improving energy efficiency if costs continued to rise, as had been seen over the past five years, particularly in building and maintenance. The Head of Housing Income and Support Services noted that regulatory requirements would take priority. The team confirmed that stress testing was carried out on the approved business plan to identify the inflation point at which it would fail. From this, contingency actions were developed to restore balance and ensure delivery of all mandatory requirements. Existing stock remained a priority, and proposals under Decent Homes 2 were expected to incorporate minimum energy efficiency standards. Once these requirements were clarified, the programme could be planned to move from individual damp and mould repairs to capital investment works that would bring properties up to standard.

A question was raised, by Councillor Keenan, about the robustness of support packages, particularly RMBC Money and Benefits services. It was asked whether support was provided beyond online channels, such as through roadshows or in libraries, to ensure accessibility for disadvantaged and working households. Clarification was sought on whether physical staff were available at locations such as GP surgeries, dentists, and colleges to assist young people with applications and provide advice.

In response it was reported that the wider financial inclusion team, including tenancy support and money and benefits advice, provided home visits where necessary and continued support until families or individuals were stable or referred to other agencies for issues such as addiction or mental health. The wider service offer was primarily online, but a telephone call-back and home visit option were available for those unable to access services digitally. Previous community drop-in sessions in libraries and centres had low uptake despite extensive promotion, but the council was willing to trial similar services again. It was emphasised that the aim was early intervention rather than crisis response, using data analytics to predict arrears and proactively offer support.

Clarification was sought by Councillor Blackham on Appendix 9 regarding whether the right-hand column showing surplus or deficit carried forward was being treated as a reserve. It was confirmed that while this was not technically a balance sheet reserve, it could become one. A question was raised about whether the calculation accounted for recent issues where new social housing had been written down in balance sheet value because it was classified as social housing.

It was confirmed that the capital asset value was discounted due to being social housing. Councillor Blackham noted that the surplus shown was not a true balance sheet reserve but a potential income surplus, and highlighted that the plan did not show the full balance sheet position, including assets, liabilities, and potential write-offs, to indicate a long-term reserve. The Head of Housing Income and Support Services acknowledged this and stated that work was underway with corporate finance colleagues to establish a risk-based reserve position during the financial year. They offered to seek confirmation from the treasury management team on the calculation after the meeting.

A question was raised by Councillor Monk about stock condition surveys and whether there was overlap between repairs identified through surveys and those reported by tenants. Clarification was sought on whether surveys focused solely on large capital projects, and whether any overlap could be used to optimise contractor activity by encouraging early resident reporting.

It was confirmed that there was an opportunity to raise awareness through stock condition survey letters, reminding tenants to report existing repairs when appointments were booked. The importance of prompt reporting was emphasised to prevent issues from worsening and to avoid higher costs, as well as ensuring tenants did not live in damp or cold homes. It was noted that any hazards identified during surveys were addressed immediately rather than scheduled, with Category 2 hazards assessed under the Housing Health and Safety Rating System. Surveys also included EPC assessments, enabling data-driven investment planning. This approach would allow for more efficient capital programmes rather than isolated repairs.

A question was raised by Councillor Bacon about the use of the Retail Price Index in calculating shared ownership rent and why a different formula applied. Clarification was sought on whether there were plans to phase out this approach by the end of the decade, as the report did not explain the rationale. It was confirmed that shared ownership rents were dictated by grant conditions. The Head of Housing Income and Support Services stated they would confirm after the meeting whether plans existed to phase out the use of RPI by the end of the decade. Councillor Bacon noted that RPI traditionally produced higher figures and referenced a previous paper suggesting its removal due to being outdated. The Head of Housing Income and Support Services agreed to provide a response following the meeting.

In response to a question from Councillor Tinsley about whether rental convergence for tenants in receipt of housing benefit was covered through government funding, it was confirmed that it was.

Councillor Harper noted that the report contained issues likely to affect a particular estate represented by the speaker. Decent Homes 2 was identified as a current risk with associated costs being factored in. Concerns were raised about Heat Network Regulations and billing performance: tenants previously assured that council billing would improve over Land 10's system reported delays (e.g., missing October bills followed by three bills issued in December), which was recognised as challenging for families in the current climate. Reference was made to "hard-to-heat" homes under Decent Homes 2, where costs could exceed £10,000 due to poor insulation and fixed-ceiling construction; clarification was requested on whether some properties might exceed £10,000 and what would happen to those that did in meeting EPC C.

It was reported that heat network studies were underway on district heating systems to inform future investment programmes. Significant energy efficiency issues were noted in some properties, and the council aimed to maximise use of available grant funding, such as Warmer Homes and social housing grants, alongside HRA resources. Clarity was still awaited on minimum energy efficiency standards and their link to Decent Homes requirements. It was stressed that the council would not exclude homes requiring over £10,000 of work, as this was not considered an appropriate response. Programmes for the Fitzwilliam estate, including new windows, were mentioned, and completion of heat network studies was identified as essential to determine solutions aligned with energy efficiency standards and decency works.

The Chair moved to a vote for those in favour of supporting the recommendations within the report. Two members of the Board voted against this proposal with ten members voting in favour, therefore the proposed recommendations were supported.

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

1. Approve the proposed 2026/27 HRA Business Plan.
2. Note that the Business Plan will be reviewed annually to provide an updated financial position.
3. Agree that Council dwelling rents are increased by 4.8% and, dependent upon the Government announcement in January 2026, implement a policy of rent convergence. Allowing rents for social housing properties that are currently below the Government-calculated formula rent to increase by an additional £2 per week in 2026/27. If convergence is capped below £2 that will be the level applied.
4. Agree that the Council should retain the policy of realigning rents on properties at below formula rent to the formula rent level when

the property is re-let to a new tenant.

5. Agree that affordable rents are calculated at relet, based on an individual property valuation.
6. Agree that affordable rents are increased by 4.8% in 2026/27.
7. Agree that shared ownership rents are increased by 5% in 2026/27.
8. Agree that charges for communal facilities, parking spaces, cooking gas and use of laundry facilities are increased by 3% in 2026/27.
9. Agree that charges for garages are increased by 10% in 2026/27.
10. Agree that the District Heating unit charge per kWh remains at 13.09 pence per kWh.
11. Agree that the decision to reduce the price of District Heating Charges during 2026/27 be delegated to the Assistant Director of Housing in conjunction with the Assistant Director of Financial Services following consultation with the Cabinet Member for Housing. The delegation would only be used to respond to a change in Government policy or a significant change in the Ofgem price cap that has the effect of a lower unit price.
12. Approve the draft Housing Revenue Account budget for 2026/27 as shown in Appendix 8.

Further actions that arose from discussions were that:

- Confirmation of the year in which the Council began applying rent convergence for re-let properties will be provided.
- The Treasury Management Team will provide OSMB members with detailed information on the methodology used to calculate the HRA risk-based reserve.

72. LIBRARY STRATEGY

At the Chairman's invitation Councillor Marshall, the Cabinet Member for Street Scene and Green Spaces introduced the report noting it reviewed progress against the 2021-2026 Library Strategy and outlined proposals for next steps.

Over the past five years, libraries had evolved into neighbourhood hubs offering books, digital services, cultural activities, and health and wellbeing support. They also hosted job clubs, health sessions, and community events.

The report highlighted the achievements, areas for improvement, and sought approval to consult on a new 2027-2032 strategy to keep libraries inclusive, modern, and sustainable. Most objectives from the 2021-2026 strategy were delivered, including cultural hubs, digital inclusion, and health initiatives.

It was noted that reading for pleasure among young people had increased by 156%. Investments included a £1.5m refurbishment, £540k IT upgrade, and a new town centre library scheduled for autumn 2026. Customer

satisfaction remained above 95%.

Borrowing was below target, along with declining volunteer hours post-pandemic, and limited engagement with underrepresented groups (men, young people, lower-income residents).

The Cabinet Member for Street Scene and Green Spaces noted the next steps: public consultation (Feb-July 2026), analysis and draft development (Aug-Oct 2026), draft strategy to Cabinet (Nov 2026), final strategy to Cabinet (Mar 2027), then Full Council adoption. The committee were asked to note performance, approve consultation, and agree to receive the draft strategy post-consultation.

Polly Hamilton, Assistant Director, Culture, Sport & Tourism noted the key focus of the strategy was on addressing identified performance issues, some of which were expected to improve immediately due to the new central library development in Rotherham town centre and the redevelopment of Wath library in the north of the borough.

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

Councillor Keenan noted her strong support for libraries and their importance to communities. She highlighted their personal significance and acknowledged learning new information from the report. Councillor Keenan sought clarification on the booklink service, how it operated, whether it was bookable, and how it could be promoted to reach vulnerable and harder-to-access communities. Councillor Keenan was also interested in understanding whether there were plans to expand community group use of libraries, similar to the Ukrainian group mentioned in the report. The response confirmed that Booklink was a targeted service supporting vulnerable groups and was highly valued. Further information was offered for members. It was noted that work with the Ukrainian community formed part of wider engagement with communities, particularly those for whom English was a second language. Opportunities were identified to expand this work through the new central library, celebrating cultural links and encouraging greater use of library resources and the wider town centre offer.

Councillor Brent asked whether borrowing figures included online borrowing. It was confirmed that they did, while visitor numbers only counted physical visits. Councillor Brent then noted his extensive use of online libraries and highlighted the benefits of services such as PressReader for accessing newspapers and magazines. He suggested greater promotion of online borrowing and proposed that libraries provide support or training to help residents access these services. In response the Assistant Director, Culture, Sport & Tourism thanked Councillor Brent for his testimony and noted that it would inform the upcoming marketing campaign linked to the library strategy renewal and consultation programme. A growth plan was being developed to reverse declining

visitor numbers and address lack of awareness about modern library services. It was suggested that local voices feature in the campaign, and Councillor Brent was invited, along with other members, to act as ambassadors for the library service.

A question was raised by Councillor Blackham, on how the consultation would reach non-regular library users and those outside community groups, representing the majority of the population. They asked how the process would capture views from these groups on what they want - or do not want - from the service. The Assistant Director, Culture, Sport & Tourism emphasised the importance of engaging non-users, noting that a one-size-fits-all approach would not work. Plans included working with partners and directly with communities, attending high-footfall locations and local events, and using digital engagement and social media to reach younger audiences. Targeted marketing would focus on underrepresented groups such as young people (11-25), men, and global majority communities, addressing barriers such as language and literacy. Cultural events and partnerships with schools, health services, faith groups, and voluntary organisations were highlighted as key methods to encourage participation.

Councillor Blackham noted that his ward had no local library and asked how consultation would reach older residents in outlying areas (e.g., Anston). Working with parish councils, was suggested, citing Anston Parish Council's refurbishment of the former library, and exploring outreach options to remote communities, including mobile library-style provision. The Assistant Director, Culture, Sport & Tourism welcomed the suggestion and confirmed that strong links with neighbourhood services and coordinators had already increased library usage. It was agreed that continuing to use these council connections was critical, and parish councils were recognised as an excellent partner for future engagement.

The Cabinet Member for Street Scene and Green Spaces reminded Members of their role in supporting consultation. They were encouraged to identify areas in their wards for outreach and invite officers to attend neighbourhood coordinator meetings, as members knew their communities best.

Councillor Monk's question was regarding volunteers, and it was quite disappointing to see that those numbers falling, noting she worked for a charity, starting as a volunteer there, and she really valued not only what volunteers could give, but what the organisations that took on volunteers could offer to people. Councillor Monk asked how opportunities for children to volunteer, such as those linked to the Children's Promise and Duke of Edinburgh Award, were communicated. The previous difficulties in finding placements for under-16s due to insurance and safeguarding concerns and suggested libraries could provide suitable opportunities were noted.

The Assistant Director, Culture, Sport & Tourism noted that most

volunteering opportunities for schemes such as the Duke of Edinburgh Award were arranged through schools, which helped advocate and signpost on behalf of the library service. It was acknowledged that this was an issue and would be reviewed.

Councillor Harper asked what data determined library opening days and hours, noting variations between sites (e.g., Maltby open seven days, others only four) and queried practices such as lunchtime closures and unstaffed but technically open libraries (e.g., Mowbray Gardens on Wednesdays). The Assistant Director, Culture, Sport & Tourism explained that opening hours were determined by historical arrangements, previous public consultation, staffing capacity, and budget. Public input from users and non-users informed priorities. Technology such as OpenPlus was piloted at Mowbray Gardens to allow safe, unstaffed access, reducing staffing costs. Decisions also considered footfall data and demand, aiming to ensure alternative libraries were available nearby when one was closed. Larger libraries like Wath and Riverside typically had longer hours due to scale and demand.

In a supplementary question Councillor Harper asked whether an increase in volunteers during the next five-year strategy could lead to changes in library opening hours mid-cycle rather than waiting until 2027. It was confirmed that this would be possible and that reporting progress at the strategy's midpoint would be beneficial.

Councillor Baggaley asked whether the consultation would include pop-up libraries and engagement with the school library service. It was also queried whether residents could provide feedback specific to their local library and highlighted the need for greater consistency in activities and offerings across libraries, particularly during school holidays and cultural programmes. The Assistant Director, Culture, Sport & Tourism noted that 98% of libraries were within 40 minutes of the population, providing good coverage overall. However, it was acknowledged that areas without a library within walking distance could feel disadvantaged. Work was ongoing with communities such as Waverley to create pop-up libraries and strengthen partnerships with parish councils and local groups. Consultation with these communities would form part of the process.

Councillor A Carter raised concerns about using Brinsworth Library as a model for volunteer-led services. It was noted that while volunteers had contributed to its success, the library was supported by a paid staff member funded by the parish council, and opening hours had not significantly increased. Councillor A Carter cautioned against relying on volunteers, which could reduce library provision and professional staffing, and highlighted the unique situation in Brinsworth where RMBC did not fund paid staff. Assurances were sought that paid staff would remain in all libraries and a review of Brinsworth's position to avoid residents paying both parish and borough council tax for statutory library services.

The Assistant Director, Culture, Sport & Tourism acknowledged

Brinsworth was a pilot to test a different delivery model, noting that many councils nationally adopted community-led provision with mixed results. It was stated that Brinsworth remained part of RMBC's library offer, benefiting from the library management system, staff training, and close collaboration. The member's concerns would be considered during consultation, including gathering local feedback on Brinsworth's experience and reviewing whether improvements or changes were needed. It was highlighted that significant investment had been made in libraries during the 2021–2026 strategy, with customer satisfaction consistently above 95%, indicating strong overall performance.

In a supplementary question Councillor A Carter expressed concern that Brinsworth Library, as a community-run library, was often overlooked in terms of activities and events offered across the borough. He requested a commitment to ensure volunteer-run libraries, particularly Brinsworth, received the same benefits and opportunities as other libraries, so residents did not have to travel elsewhere for activities. The Assistant Director, Culture, Sport & Tourism thanked the Councillor A Carter for his feedback and confirmed that work was underway to define a core offer for all libraries over the next 12 months, setting clear expectations for services and activities. A commitment was made to follow up specifically regarding Brinsworth.

The Chair asked if all elected members would be included in the consultation. It was confirmed that they would and would have the opportunity to provide their views.

Councillor Brent highlighted the need to promote the flexibility of Rotherham Libraries, noting that users could borrow from any library and return items to another, which was a significant benefit. They stressed the importance of communicating this as part of the network offer. Councillor Brent also raised concerns about equality in service provision, noting that while coverage ensures most residents were within 40 minutes of a library, some might want closer access and consistent opening hours. They cautioned that consultation responses should reflect fairness and not be skewed by low participation or isolated preferences.

The Assistant Director, Culture, Sport & Tourism noted that Booklink was one example of targeted work delivered despite resource and staffing limitations. An active equalities impact assessment and action plan supported this approach. It was highlighted that the upcoming Year of Reading programme would focus on communities less likely to read, aiming to improve health, education, employment, and wellbeing outcomes. The importance of using rigorous data to meet equality targets was emphasised.

The Vice-Chair noted that the report showed the 10% visitor increase target had not been met and requested more context behind figures. They cited Thrybergh Library as an example, asking for details on the scale of footfall increase following its relocation, including baseline numbers and

percentage growth. The Assistant Director, Culture, Sport & Tourism referred to Appendix 3, noting that the 10% visitor increase target had not been met due to reduced visits at Riverside Library. Contributing factors included limited parking during Forge Island development, lack of a café until recently, and slower recovery following a 17-month closure. In contrast, community libraries showed strong performance, with a 24% increase in footfall between 2022–23 and 2024–25, attributed to capital investment and partnership work driven by the Equality Impact Assessment. Plans were in place to improve visitor numbers at Riverside, which were expected to rise significantly with the new town centre library development.

In a supplementary question the Vice-Chair acknowledged the central library as an outlier in visitor data but requested more detailed context for community libraries. They asked for a breakdown of footfall increases, such as at Thrybergh, to understand the return on investment. They also commented positively on libraries evolving to offer additional services but reiterated the need for clearer figures.

Councillor Blackham emphasised the importance of footfall for physical libraries but noted that many communities lacked easy access. They highlighted the need to raise awareness of library services, including online options, and suggested outreach through local organisations such as parish councils and community halls. They gave the example of Woodsetts, where residents were unlikely to travel to Dinnington Library, and asked that alternative ways of reaching such communities be considered in the consultation. The Assistant Director, Culture, Sport & Tourism agreed that reaching underserved communities required working through other organisations and services. Opportunities for co-location were highlighted, with examples such as libraries sharing sites with youth services, early help, leisure centres, and customer services. Co-location was seen as a way to increase access, benefit partner services, and deliver savings through shared assets.

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

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

changes to service provision.

Further actions that arose from discussions were that:

- OSMB will receive a mid-point progress update on the implementation of the Library Strategy 2027–2032.
- OSMB will receive a detailed breakdown of footfall data for each community library covering the period 2022–23 to 2024–25.

73. ROTHERHAM EMPLOYMENT AND SKILLS STRATEGY

At the Chair's invitation Andrew Bramidge, Strategic Director of Regeneration and Environment introduced the report explain that a new Employment Skills Strategy was produced for the Rotherham Together Partnership. It was a partnership strategy, not solely the Council's, setting out the vision and framework for employment skills delivery over the next five years. The previous strategy dated from 2019, and significant changes in the employment skills landscape, along with recent regional and national strategies, made an update necessary.

The strategy was informed by data analysis, stakeholder consultation, and alignment with local, regional, and national priorities. It was built around three missions:

1. Supporting people into work - creating more opportunities for employment and increasing labour market participation, including a system-change approach through Pathways to Work.
2. Improving core skills for employment - enabling lifelong learning and career progression by equipping residents with essential knowledge and skills.
3. Delivering a workforce for sustainable economic growth - working with businesses and partners to attract and develop a skilled workforce to support competitiveness and growth.

Successful delivery relied on collaboration across businesses, education and training providers, the voluntary sector, and residents. Key interventions included targeted support for young people at risk of becoming 'Not in Education, Employment, or Training' (NEET), a borough-wide workforce development plan, and employer-led sector-specific training linked to work placements.

Progress would be monitored through KPIs reported via a data dashboard updated twice yearly. Cabinet was asked to endorse the strategy for 2026-2031, note that the Employment Skills Board would oversee delivery and monitoring, and report annually to Cabinet and the Rotherham Together Partnership.

Councillor Brent noted that careers education should begin early, even in primary school, by building confidence in children to talk about themselves and their interests. In secondary school, emphasis was placed on core subjects, particularly English and Maths, as these are essential for employment. Councillor Brent shared experience from Kent,

where the Skills Employability Service worked closely with schools and a national careers company to deliver proper careers education. This included employer engagement, mentoring, and talks in schools. It was suggested that similar initiatives be considered in Rotherham, involving local employers and council staff to support young people in understanding workplace expectations and developing confidence.

The Strategic Director of Regeneration and Environment noted that there was a strong track record in delivering careers education, with good progress across the region. The service had undertaken significant work with schools to support this. The Assistant Director, Planning, Regeneration and Transport explained it was reported that RIDO worked extensively with secondary schools in Rotherham to deliver careers education, information, and guidance. Schools were connected with enterprise advisors from local employers to raise aspirations and improve engagement. Efforts also focused on enhancing schools' careers provision and improving Gatsby benchmarks, which measure the quality of careers education. Behind the scenes, a careers impact system supported continuous improvement. Gatsby benchmarks were highlighted as key milestones, starting in Year 7 and revisited throughout school, helping staff plan and deliver effective careers education.

A question was raised by Councillor Baggaley regarding the rating system in the table on page 162 of the Agenda Pack, which showed interventions linked to missions and KPIs, marked with one, two, or three ticks. Clarification was sought on how these ratings were applied and whether greater emphasis would be placed on those with three ticks. It was explained that the table illustrated the range of proposed interventions across the partnership.

It was clarified that the ticks in the table were not a scoring or prioritisation system but a matrix showing where priority interventions impacted KPIs and outcomes. All metrics would receive equal commitment, and progress would be monitored through KPIs reported via the data dashboard, updated every six months and reviewed by the Employment Skills Board and Cabinet.

The Assistant Director, Planning, Regeneration and Transport confirmed that all metrics would be monitored and tracked with equal commitment. The strategy was delivered through the Rotherham Together Partnership, with the Employment and Skills Board playing a key role. The Board included major partners such as the South Yorkshire Mayoral Combined Authority (SYMCA), local education providers, and the Department for Work and Pensions (DWP), alongside other stakeholders.

It was noted that the partnership included a wide range of providers from the private, voluntary, and community sectors offering diverse provision. A key challenge for the Council was convening the partnership and supporting customers to navigate what is a complex landscape.

A question was raised by Councillor Blackham regarding the resource implications outlined in section 6.6.2 of the Agenda Pack, specifically whether costs had been calculated and if any would be attributed to the Council. It was explained that further work was required to confirm the accuracy of estimates, identify any potential costs to the Council, and determine how these would be funded. The Assistant Director, Planning, Regeneration and Transport clarified that while the strategy outlined a wide range of interventions to achieve its missions over five years, it did not provide approval for all projects that may arise. Some interventions could have varying financial implications, and any individual projects or programmes would require separate funding approvals as they are developed.

Clarification was provided that the report set out the strategic approach to delivering employment and skills provision, not funding approvals. No budgets were approved as part of this report. Any future interventions or programmes, such as Pathways to Work, would require separate funding approvals. The paragraph in question simply confirmed that financial implications would be considered at the project level, not within this overarching strategy.

A question was raised by Councillor Blackham about interventions to address health-related barriers to work and how success would be measured, given that economic inactivity in Rotherham was around 20%, with long-term sickness a major factor. It was noted that economic inactivity was a key issue and that the Pathways to Work programme, introduced earlier in the year, was one of the initiatives aimed at tackling these barriers.

Further detail was provided on the Pathways to Work programme, which adopted a system-wide approach to tackling economic inactivity and health-related barriers. The programme comprised two elements: the Economic Inactivity Trailblazer, led by local authorities, and the Health Growth Accelerator, led by health partners. Both focused on holistic support rather than siloed interventions. Participants were triaged through a single system and referred to personalised support, which could include DWP-funded programmes, voluntary sector provision, council services, training, mental health support, employer engagement for reasonable adjustments, and clinical interventions via the NHS (e.g., physiotherapy, pain management, talking therapies). This approach aimed to simplify access and provide wraparound support to address multiple barriers to work.

The Vice-Chair raised a question about measurement and whether specific numerical targets were included in the strategy, noting that the report referred to percentage decreases in inactivity without stating figures. It was confirmed that the strategy was based on a robust data exercise and that detailed data, including numbers and percentages, was available and could be shared. Progress would be monitored through KPIs and a data dashboard, reviewed by the Employment Skills Board

and Cabinet annually. It was suggested that including specific targets in the report would strengthen accountability.

The Assistant Director, Planning, Regeneration and Transport confirmed that once the baseline and strategy were agreed, the Employment and Skills Board would set annual targets. For the current year, the Pathways to Work programme aimed to support 400 people out of economic inactivity and back into employment. Individual programme outputs would contribute to overall strategic targets.

In response to further questions, further clarification was provided on target setting. New baseline figures from the data dashboard had just been received and would form the basis for the strategy, subject to endorsement by the Council and approval by the Rotherham Together Partnership. The Employment and Skills Board would set annual targets in conjunction with partners, aligned to the financial year. It was confirmed that the current target for the Economic Inactivity Trailblazer was to support 400 people back into employment, delivered through a mix of council teams and 11 community organisations. Members requested that progress reports include costs for transparency, as activity creates financial implications.

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

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

Further actions that arose from discussions were that:

- OSMB will receive a follow-up report in September 2026, providing an update on performance against the agreed targets, along with detailed information on any additional costs incurred for activities undertaken

74. WORK PROGRAMME

The Board considered the published work programme. An update was provided on the spotlight review for life-saving equipment and related by-laws: the outstanding information had been received and would be circulated to review group members. Availability would be sought to convene a meeting to continue the review.

Resolved: That the Work Programme be approved.

75. WORK IN PROGRESS - SELECT COMMISSIONS

At its meeting on 20 November 2025, the Health Select Commission scrutinised the draft Adult Social Care Mental Health Strategy 2026–29. Members discussed issues including rising depression rates in Rotherham, transition pathways, integration with housing and health partners, support for minority groups, loneliness, male suicide rates, and success measures. The Commission supported recommending Cabinet approval of the strategy and requested a delivery plan with measurable targets and KPIs, a mid-point update in 2027, early involvement in future strategy development, and provision of detailed data on loneliness and male suicide rates. Contact between Rotherham Speak Up and Autism services was also requested.

The Commission also considered the Rotherham Place Partners Winter Plan 2025–26, reviewing preparedness for winter pressures. Discussions covered GP contract changes, industrial action, ambulance response times, flu peaks, escalation processes, and discharge delays. Members requested improvements to the accessibility of the plan and agreed to share research on reducing slips and trips in care settings with the ICB.

Updates were provided on the work programme. The Access to Contraception Review had completed evidence gathering in October and was drafting recommendations. A joint workshop with the Improving Lives Select Commission on 28 November examined the draft All Age Carers Strategy 2026–31, focusing on challenges for young carers, systemic barriers, financial support, and KPIs. Members supported recommending Cabinet approval with amendments to include local data and strengthen early identification of young carers. Actions included reviewing the associated action plan in 2026/27, receiving a mid-point update in 2028/29, and early involvement in future strategy refresh. Arrangements were also underway for a site visit to the Same Day Emergency Care Centre at TRFT in early 2026 ahead of a performance update in March.

The next HSC meeting on 22 January 2026 was scheduled to consider the Rotherham Safeguarding Adults Board Annual Report and Strategic Plan 2025–28 and the Adult Social Care CQC Inspection.

At its meeting on 2 December 2025, the Improving Lives Select Commission reviewed the Fostering Transformation Programme, considering changing sufficiency needs for children and young people in care and the Council's response to the tragic death of Marcia Grant, including the formal Prevention of Future Deaths report following the July 2025 inquest. Members also received the Rotherham Safeguarding Children's Partnership Annual Assurance Report for 2024–25, which outlined key partnership activity, impact against strategic priorities, Child Safeguarding Practice Reviews, and the effectiveness of safeguarding arrangements.

Updates were provided on the work programme. A dual workshop session

was being arranged on the Threshold of Need, including a visit to the Rotherham Parent Carers Forum, to review vision and plans and strengthen community voice. A workshop on the PAUSE Project, which supports women who have had children removed, was planned for late February or early March, and a Children's Capital of Culture workshop on impact and legacy for young people was scheduled for late March or early April. The Safeguarding Adults Board Strategic Plan and Annual Report would be considered by the Health Select Commission on 22 January 2026, with an invitation extended to Improving Lives members. The scope of the Trauma and Children Missing Education Scrutiny Review was agreed on 1 December and would now proceed.

Future meetings were scheduled to include the Ofsted Inspection Outcome and Educational Attainment Update on 10 February 2026, and on 28 April 2026, the SACRE Annual Report, Children Not in School Update, and Community Cohesion Projects Update.

There had been no further Improving Places Select Commission meeting since the last OSMB meeting. The next meeting was scheduled for 16 December 2025 to consider the Bereavement Services Annual Report and the Thriving Neighbourhoods Annual Report. Updates were provided on the work programme. The School Road Safety Review sub-group had met with RMBC Highways and Sheffield City Council officers to discuss the School Streets scheme and would next examine crossing patrol and enforcement.

The Anti-Social Behaviour workshop was scheduled for 4 December 2025, with feedback to follow. A joint Market and Library Redevelopment site visit for OSMB and IPSC members, originally planned for mid-December, was rescheduled for early 2026 due to site inaccessibility during ongoing works.

76. FORWARD PLAN OF KEY DECISIONS

The Forward Plan of Key Decisions was reviewed, noting that the Council Plan and Year Ahead Delivery Plan progress update was scheduled for pre-decision scrutiny, with an invitation to the Leader for a question-and-answer session. Confirmation was awaited on whether a Medium-Term Financial Strategy presentation would also be included on the January 2026 agenda.

The forward plan for January was outlined, including reports on the Council Homes Housing Delivery Programme, November Financial Monitoring, property transactions, Strategic Community Infrastructure Levy update, tenant satisfaction measures and housing regulatory compliance, the Council Plan, Family Hub progress update, and an extension and new application for business rates relief for Rotherham Families First.

Members agreed to add the Strategic Community Infrastructure Levy and

November's financial monitoring to the agenda. It was confirmed that the Leader would attend the January meeting, and the Mayor of South Yorkshire Mayoral Combined Authority (SYMCA) had been invited to the February meeting for a Q&A session, with confirmation awaited.

Members noted that the Mayor of SYMCA may gain additional powers in future, including responsibility for fire authorities from 2027, and raised concerns about potential changes to licensing and planning powers. It was reported that Rotherham had written to the Secretary of State to express concerns. A comment was made regarding limited scrutiny time at South Yorkshire Overview and Scrutiny Committee meetings with the Mayor, and a request was noted to increase both the duration and frequency of these sessions.

Resolved: That the Overview and Scrutiny Management Board:

1. Agreed that the following items would be added to the January agenda as part of OSMB's pre-decision scrutiny work:
 - Council Plan and Year Ahead Delivery Plan Progress Update – Pre-decision scrutiny.
 - November 2025-26 Financial Monitoring Report – Pre-decision scrutiny.
 - Strategic Community Infrastructure Levy (CIL) Update – Pre-decision scrutiny.
 - Leader Q&A - to be scheduled after Council plan on the agenda.
 - MTFS Presentation (TBC).

77. SOUTH YORKSHIRE MAYORAL COMBINED AUTHORITY OVERVIEW AND SCRUTINY COMMITTEE

The Chair reported that there was nothing to update from the South Yorkshire Mayoral Combined Authority.

78. CALL-IN ISSUES

There were no call-in issues.

79. URGENT BUSINESS

There were no urgent items.

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Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

Council Plan and Year Ahead Delivery Plan Progress Update

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

No, but it has been included on the Forward Plan

Executive Director Approving Submission of the Report

Judith Badger, Executive Director of Corporate Services

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Ward(s) Affected

Borough-Wide

Report Summary

In May 2025, the Council adopted a new Council Plan for 2025-30. The Plan was informed by public consultation and set out the Council's vision for the borough and priorities for serving residents and communities.

To enable the Council to work towards the Council Plan outcomes and achieve its priorities, a Year Ahead Delivery Plan was also developed, setting out the key activities to be delivered over the period from 1 April 2025 to 31 March 2026.

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

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

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

Recommendations

That Cabinet:

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

List of Appendices Included

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

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

Appendix 3 – Equality Analysis.

Appendix 4 – Climate Impact Assessment.

Background Papers

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

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

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

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

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

Council Plan and Year Ahead Delivery Plan Progress Update

1. Background

- 1.1 The Council Plan 2025-30 is a key document, which sets out the Council's vision for the borough and priorities for serving residents and communities and was informed by public consultation. The Plan provides the medium-term basis for targeting resources, informing the budget-setting process and planning cycles, and ensuring that residents can hold the Council to account for delivery.
- 1.2 To enable the Council to work towards the Council Plan outcomes and achieve the commitments, the Plan includes a suite of long-term measures of success as well as a Year Ahead Delivery Plan, which sets out the key activities to be delivered over the financial year ending 31 March 2026.
- 1.3 The Council Plan 2025-30 was adopted by Council in May 2025. The Year Ahead Delivery Plan is updated every year; the Plan for 2025-26 is the first of the new Council Plan and was approved by Cabinet on 19 May 2025.
- 1.4 The process for monitoring performance is set out in the Council's Performance Management Framework, which explains how robust performance monitoring should be carried out. This Framework is currently being reviewed to ensure it aligns with the Council Plan 2025-30.
- 1.5 To ensure that the delivery of actions and their impact is assessed, formal performance reports will be presented at Cabinet meetings twice a year, as agreed. Scrutiny has the opportunity to consider the reports in line with the Council's normal processes, consistent with previous performance reports.
- 1.6 Service plans have been produced for every Council service, and these are reviewed annually to ensure a 'golden thread' runs from the Council Plan through to each service as well as the 'My Year Ahead Delivery Plan' Personal Development Review (PDR) process at individual officer level.

2. Key Issues

- 2.1 Informed by a programme of public and stakeholder engagement, the Council Plan set out medium-term priorities and actions to make improvements for local people and places. The Plan is framed around the following five outcomes:
 - Places are thriving, safe, and clean
 - An economy that works for everyone
 - Children and young people achieve
 - Residents live well
 - One Council that listens and learns.
- 2.2 Alongside the 5 strategic outcomes, the Council Plan identified 17 priorities to be delivered, including defined differences that will be seen between 2025 and 2030.

- 2.3 To ensure delivery against these, the Year Ahead Delivery Plan includes 116 priority actions, including 27 performance measures, alongside a further 12 social care measures, which are due to be delivered during 2025/26.
- 2.4 Progress against the Council Plan is also considered against a suite of long-term measures of success. These measures will be reported on in the year-end progress report, reflecting that they are outcome-based measures and that the majority are published on an annual basis.
- 2.5 The Quarter 2 progress report for 2025-26 (Appendix 1) focuses on the progress made across all the Year Ahead Delivery Plan activities to deliver the Council Plan's five strategic outcomes for Rotherham. The report has been designed to ensure that progress on the Year Ahead Delivery Plan activities is as up to date as possible at the time of publication.
- 2.6 The targets for Council Plan performance measures relate to the financial year 2025-26 and are reported here for Quarter 2 (July to September 2025). Appendix 1 includes full details of performance against these measures.
- 2.7 The Quarter 2 progress report (Appendix 1) includes a high-level overview and is then presented by Council Plan theme, with each thematic section including achievements and challenges, Year Ahead Delivery Plan trackers and performance scorecards. The report also includes wider information, key facts and intelligence, specific case studies and a timeline of key achievements/activities to demonstrate activity during the first half of the year.
- 2.8 An additional appendix (Appendix 2) has been prepared to provide a summary of the Council Plan progress report. This is in line with a recommendation from the Overview and Scrutiny Management Board during its consideration of the Council Plan 2022-25 Quarter 4 year-end progress report in July 2025.
- 2.9 The Year Ahead Delivery Plan milestone trackers (included in Appendix 1) outline progress against the 89 actions within the Year Ahead Plan. Each action has been rated as follows:

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

- 2.10 As of 8 December 2025, the activities within the Year Ahead Delivery Plan are rated as follows:
- 24% (21) complete
 - 49% (44) on track
 - 18% (16) are delayed by less than 3 months
 - 9% (8) will not be met within 3 months of original target date.

- 2.11 The Year Ahead Delivery Plan also includes a performance tracker (included in Appendix 1) which provides an analysis of the Council's performance against the 27 performance measures and 12 social care measures; each are given equal priority.
- 2.12 Each of the measures are rated as follows:

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

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

Progress against targets

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

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

Progress against targets

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

3. Options considered and recommended proposal

- 3.1 The Council Plan 2025-30 was developed in consultation with Cabinet Members and officers across all directorates, as well as being informed by public consultation. This report forms part of the Council's commitment to reporting publicly on its progress.
- 3.2 It is recommended that Cabinet note the overall position in relation to the Year Ahead Delivery Plan activities for 2025-26 and performance to 8 December 2025 for the Council Plan performance measures.

4. Consultation on proposal

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

5. Timetable and Accountability for Implementing this Decision

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

6. Financial and Procurement Advice and Implications

- 6.1 The Council Plan and the Year Ahead Delivery Plan are designed to help steer the use of Council finances, balanced against the wider funding backdrop for the Council and the broader context of national local government finance and policy. There are no direct financial implications as a result of this report and the delivery of the Council Plan will be managed within the Council's available budgets.
- 6.2 The Council operates in a constantly changing environment. It will be important to ensure that ambitions and performance targets remain realistic in the context of central government policy, forthcoming legislation and the financial position of the Authority.

- 6.3 Whilst there are no direct procurement implications in this report, the Council Plan and Year Ahead Delivery Plan include some activities which require the need to procure goods, services or works to achieve their outcomes. All projects will need to be procured in line with the Public Contracts Regulations 2015, the Procurement Act 2023, or the Health Care Services (Provider Selection Regime) Regulations 2023, whichever is applicable, as well as the Council's own Financial and Procurement Procedure Rules, giving clear consideration and application of social value in accordance with the Council's Social Value Policy, the Real Living Wage and other ethical factors.
- 6.4 Appendix 1 includes information on some of the key areas of the Council's budget against its five priority outcomes. It also provides a progress update on the 2025-26 revenue budget investments approved via Council in March 2025, as part of the Council's Budget and Council Tax Report 2025-26.

7. Legal Advice and Implications

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

8. Human Resources Advice and Implications

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

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 The Council Plan has a core focus on the needs of children and young people and vulnerable adults, and this is embedded throughout all outcomes of the plan, particularly 'children and young people achieve their potential' and 'residents live healthy, safe and independent lives'.

10. Equalities and Human Rights Advice and Implications

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

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

10.4 A detailed Equality Analysis is attached at Appendix 3.

11. Implications for CO2 Emissions and Climate Change

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

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

12. Implications for Partners

12.1 Working with partners across the public, private and voluntary and community sectors will be integral to the delivery of the Council Plan, and partners have been consulted as part of its development. All the outcomes will require multi-agency approaches to some degree and the Council will continue to show effective leadership, operating through a range of strategic partnership bodies.

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

13. Risks and Mitigation

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

13.2 Progress reports will continue to note risks associated with actions at risk of not being delivered, or those that have missed the deadline, as well as performance measures which have not progressed in accordance with the target set.

13.3 Directorates are also responsible for ensuring that any significant risks are addressed via directorate risk registers and the Corporate Strategic Risk Register.

14. Accountable Officers

Fiona Boden, Head of Policy, Performance and Intelligence
 Policy, Strategy and Engagement
Fiona.boden@rotherham.gov.uk

Approvals obtained on behalf of Statutory Officers:

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

Report Author:

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Fiona Boden, Head of Policy, Performance and Intelligence
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This report is published on the Council's [website](#).

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COUNCIL PLAN 2025/30 AND YEAR AHEAD DELIVERY PLAN

Mid-Year Progress Report

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



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Rotherham
Metropolitan
Borough Council



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1. Executive summary

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

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

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



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

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

The report focuses on progress made in delivering the 89 priority actions and the 27 performance measures contained within the Year Ahead Delivery Plan, that best demonstrate progress in achieving the 17 priorities within the Council Plan. It also brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate the impact on residents and communities.

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

1. Status definitions

Year Ahead Delivery Plan definitions

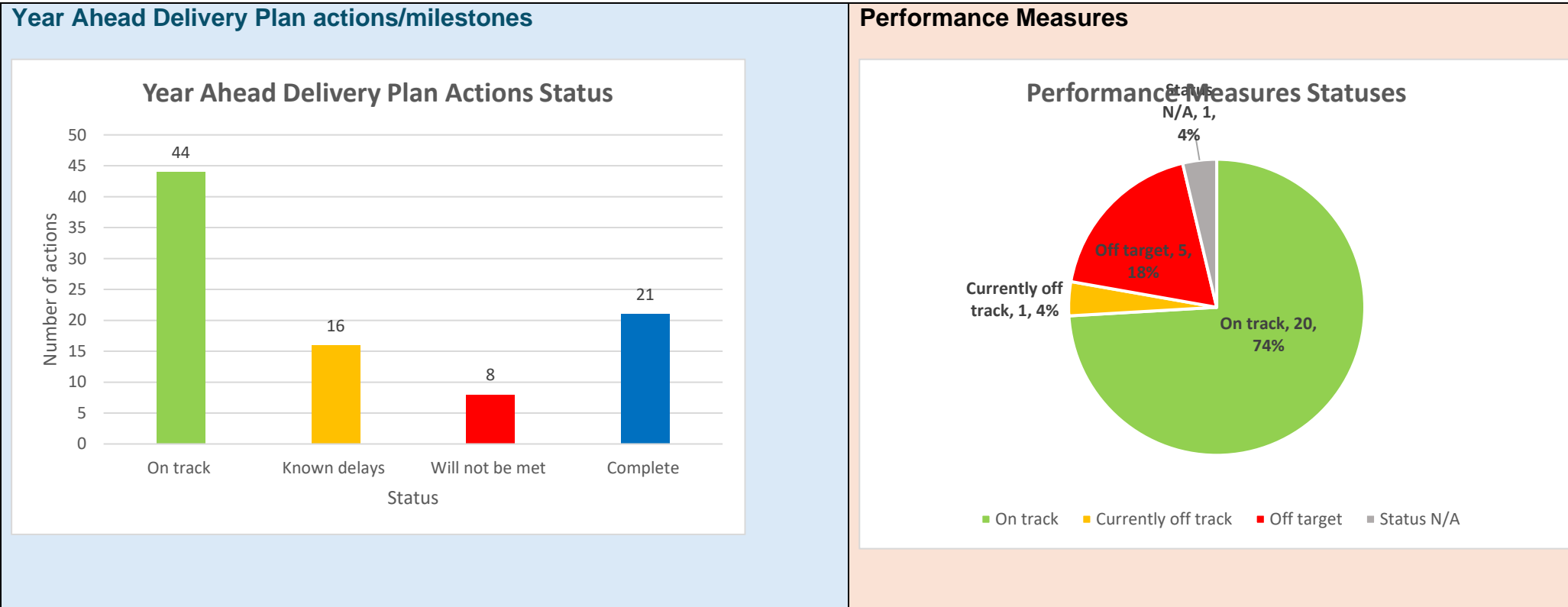
Status	Definition
Not yet due to start	Action not yet scheduled to start
On track	Action started and on track to be delivered by the original deadline
Known delays	Action has some risk/delay to delivery or is behind the original schedule by less than three months
Will not be met	Action will not be/has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

Performance measure definitions

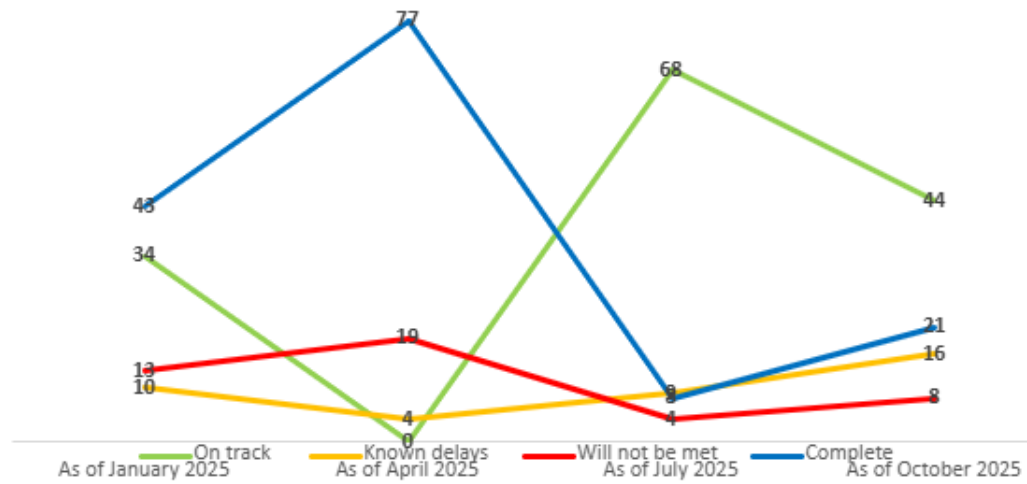
Status	Definition
	Measure cannot be assessed this quarter (ie annual measure or awaiting publication of data). This will be shown as status N/A when reporting the performance measure status.
	Performance is on or above target.
	Current performance is not at expected levels. Confidence that the target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

2. Overview of performance and progress

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



Year Ahead Delivery Plan Action Trend



3. Finance update

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

Themes	Commentary on financial performance of key areas of the budget
Places are thriving, safe and clean	In October, war memorial and civic centre improvements were approved to progress to design stage under the £4million Our Places Fund investment. Work is underway at regeneration projects in Wath and Dinnington.
	Work is almost complete on the new café at Rother Valley Country Park.
	Revenue investments in 25/26 have created new Street Safe and Road Cleansing and Fly Tipping teams.
An economy that works for everyone	A capital investment in 25/26 has led to a series of improvements in business centres.
	In the summer, Cabinet endorsed the submission of the Gateway station masterplan and funding was allocated to initiate property negotiations.
Children and young people achieve	A baby pack has been delivered to every family that wants one to provide support to children at the start of their lives.
	Clifton Park Watersplash opened in the summer and the Children's Capital of Culture has delivered an array of activities throughout the year.
	The Council continues to invest and expand its children residential care services to support children and young people in the authority's care to remain in their communities and within the borough. The following details the progress (as at September 2025) in the Council's residential children's homes programme: <ul style="list-style-type: none"> • Home 1 – Works completed and awaiting confirmation of Ofsted registration. • Home 2 – Works, including follow up review completed by 24 September 2025. • Home 3 – Works commenced 1 September with progress meeting scheduled for 9 October 2025. • Home 4 – Planning permission granted 27 June. Procurement / tender approval process commenced.
	The number of children in care has steadily decreased over the past few years, from 602 in 2020 to 473 at the end of September 2025. This aligns closely with the planned profile target of 472 for the end of the financial year. However, despite the reduction in the children-in-care population, the Council continues to face significant budgetary pressures within this area. These pressures are driven by above inflation costs, ongoing placements in costly external residential children's homes, and the rising costs of placements for children and young people with complex and challenging needs.
	In 2025/26, the Council continue to support early intervention through direct investment of Government funding (£2.2m) in additional prevention activity for children and families through the implementation of Families First Programme (FFP). The aim of the programme is to transform the council's Family Help and Child Protection services to families, focusing on early intervention and prevention to avoid crisis situations. This investment complements existing prevention work and funding received in the year for the following: Supporting Families (£1.6m), Start for Life & Family Hub (£1.3m) and wraparound childcare provision.

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

2025/26 Revenue Budget Investments Tracking

The table below provides a progress update on the 2025/26 revenue budget investments approved via Council in March 2025, as part of the Council's Budget and Council Tax Report 2025/F26. Whilst these are in the main permanent investments, it is vital that the Council can demonstrate progress on these member priorities.

Investment Reference	Revenue Budget Investment	2025/26 Investment £'000	Expenditure to date £'000	% Spent To Date	Current Forecast Outturn £'000	Variance £'000	Update Commentary
Places are thriving, safe and clean							
25/26 INV1	Street Safe Team	570	20	4%	248	-322	Underspend due to delayed recruitment. New Band L started September 2025. Band J post and 6 x Band G posts started in November 2025 with remaining 4 Band G posts estimated to be filled in January 2026.

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

5. TIMELINE OF KEY ACHIEVEMENTS AND ACTIVITIES

April to November 2025

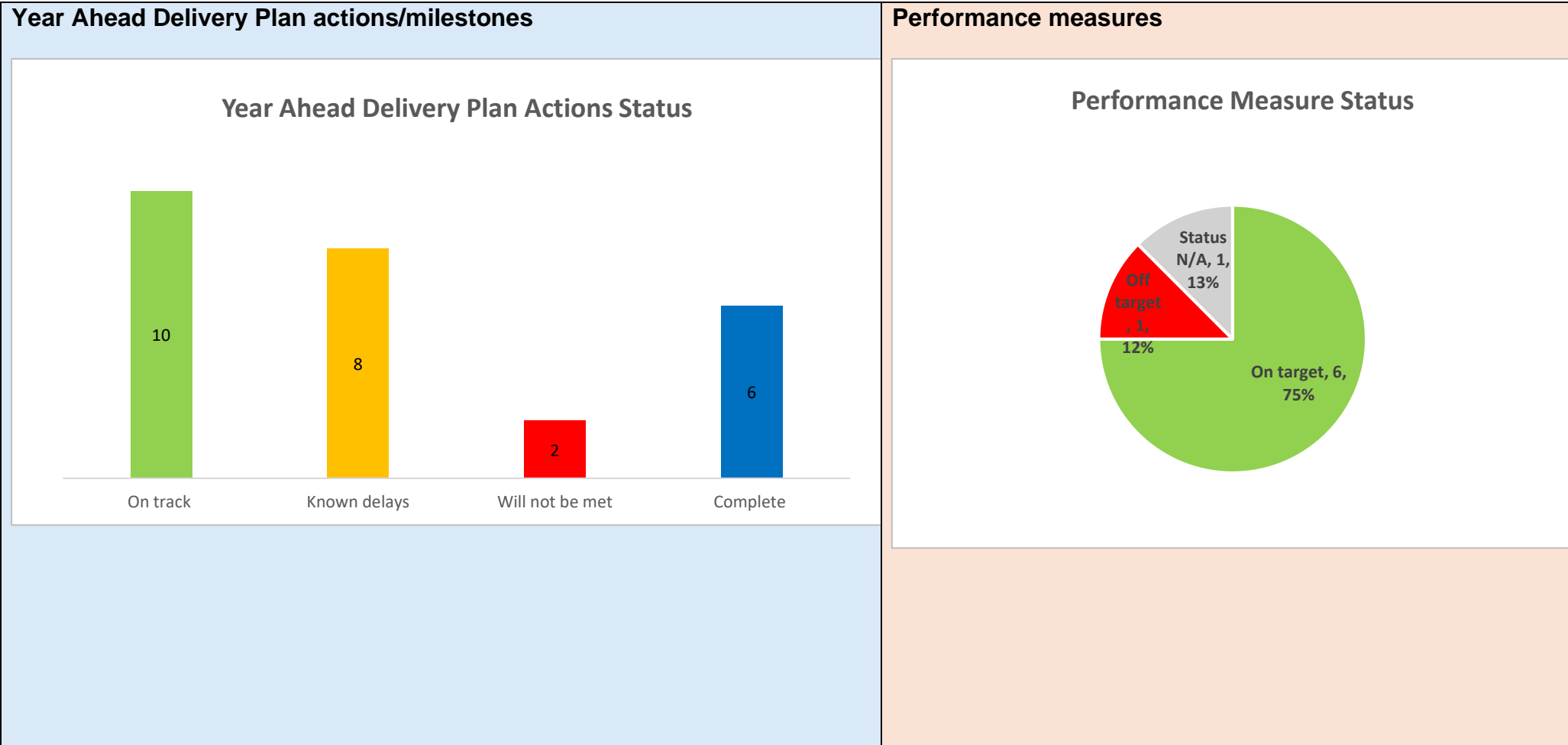
	Places are thriving, safe and clean	An economy that works for everyone	Children and young people achieve	Residents live well	One Council that listens and learns			
2025	<div>Delivery of the Economic Inactivity Trailblazer began.</div> <div>A specialised support service for people who have attempted suicide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

6.1 Outcome – Places are thriving, safe and clean

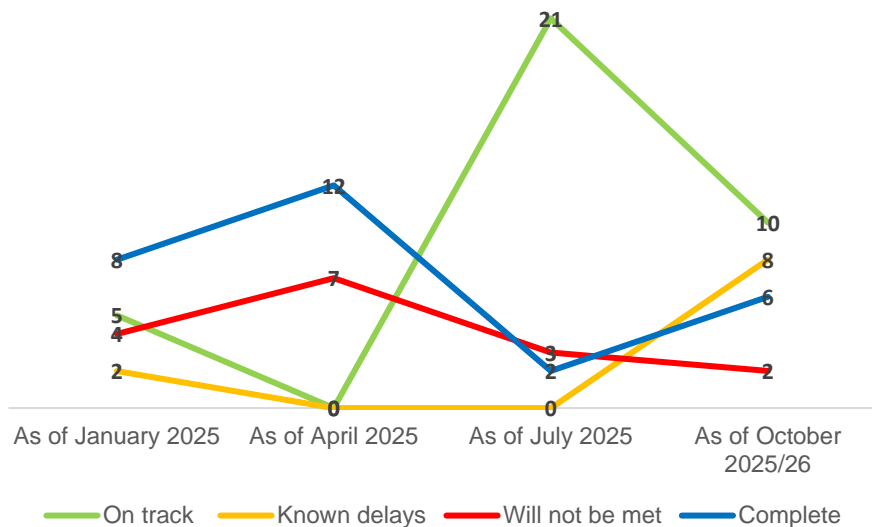
Priorities	The differences you will see
Creating vibrant communities	<ul style="list-style-type: none"> • £4 million investments to be delivered between January 2025 – March 2026 as part of Our Places, focusing on improvement projects to key gateways into principal towns and villages. • Bring our communities together through a range of enjoyable activities, cultural and social events, which inspire hope and pride in Rotherham. • £20 million secured through the Levelling Up funding to deliver investment in Wath and Dinnington town centres.
Better public spaces	<ul style="list-style-type: none"> • £11.6 million investment made into our country parks. • Improvement to roads and pavements, alongside enhanced roadside cleaning along popular routes. • Deliver flood alleviation projects and work with communities and businesses to develop flood resilience measures in the worst-affected areas.
Revitalising the town centre	<ul style="list-style-type: none"> • £45.3 million funding secured for the redevelopment of the markets and new library and the creation of Riverside Gardens in the town centre. • 400 new homes to be built as part of the town centre new community. • We will attract more people into the town centre.
Helping people to feel safe in their community	<ul style="list-style-type: none"> • Launch a new 'Street Safe Team' focused on increasing safety in towns and village centres. • Launch a new Safer Rotherham Partnership Plan 2025-28, to build safer neighbourhoods, tackle violence, abuse and exploitation and prevent offending. • Safer roads schemes and initiatives which contribute to Vision Zero and help to improve road safety across the borough.

Headlines – evidencing our progress

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



Year Ahead Delivery Plan Action Trend



Highlights – Achievements and Challenges

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

Places are thriving, safe and clean

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

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

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

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

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

Narrative – the bigger picture

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

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

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

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

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

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

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

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

Year Ahead Delivery Plan tracker

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

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

					<p>new priorities, drawing on analysis of partnership crime and community safety data and the outcomes of a comprehensive programme of consultation to capture the views of key stakeholders, including people who live, visit or work in Rotherham.</p> <p>The Strategy sets out three key priorities for the Safer Rotherham Partnership including safer neighbourhoods, tackling violence, abuse and exploitation and preventing offending and building resilience.</p>
P3		Develop and consult on tranche 2 Local Neighbourhood and Road Safety programme and have designs ready for delivery.	Quarter 4	Known delays	<p>There are schemes across 12 wards included in tranche 2 of the Local Neighbourhood and Road Safety programme across the borough. The final 3 schemes are not currently in commission with completion of their design expected in Quarter 1 2026/27.</p> <p>Two schemes, Sitwell and Rotherham East, are linked to the larger City Regional Sustainable Transport Settlement (CRSTS) project due to their location.</p>
P4		<p>Tackle hate crime incidents and the driving factors of hate crime through the delivery of education and engagement group and individual sessions:</p> <ul style="list-style-type: none"> • 600 children and young people to attend group sessions • 55 one to one sessions. 	Quarter 4	On Track	<p>The Remedi 'Step Up, Beat Hate' Restorative Hate Crime Project is an important aspect of the Safer Rotherham Partnership's strategy to prevent and address hate crime. Offering one-to-one sessions for young people and adults who are involved in or at risk of perpetrating hate crime, as well as delivering hate crime awareness workshops to youth groups across Rotherham, it aims to support the Partnership's agreed priorities.</p>

					<p>In total during Quarter 1 and Quarter 2, there were nine group sessions, in which 362 children and young people attended:</p> <ul style="list-style-type: none"> • In Quarter 1, three group sessions (with 59 attendees) took place. • In Quarter 2, six group sessions (with 303 attendees) took place. <p>In total during Quarter 1 and Quarter 2, 57 one to one sessions took place:</p> <ul style="list-style-type: none"> • In Quarter 1 33 sessions took place. • In Quarter 2: 24 sessions took place.
P5	Creating vibrant communities	Performance measures – see below			
P6					
P7		Delivery of ward plans through ward reports being reported to Council from July 2025, which have been informed by local communities.	Quarter 4	On track	<p>Reports from the following four wards have been presented at Council:</p> <ul style="list-style-type: none"> • Anston and Woodsetts • Aston and Todwick • Aughton and Swallownest • Boston Castle <p>All ward plans continue to be delivered.</p>
P8		Refresh the Thriving Neighbourhood Strategy which will reflect the Council's continued approach towards working with local communities and the further integration of locality-based services	Quarter 4	Known delays	Work has now started on the refresh of this Strategy and is due to be completed in Quarter 1 2026/27. This delay has arisen from the Assistant Chief Executive vacancy.
P9		Implement Phase 1 of the Our Places Fund by starting work on the Swinton & Maltby schemes.	Quarter 4	Known delays	<p><u>Swinton</u></p> <p>The developer has provided designs and costs, which are now being reviewed. Some design changes requested by the Council are</p>

					<p>likely to require planning amendments, which will likely push the start on site to Spring 2026. Discussions are ongoing with the developer to see if the timeline can be brought forward without impacting the planning process.</p> <p>Works to the Reading Garden is mostly completed, subject to seasonal planting.</p> <p><u>Maltby</u> Stage 4 designs are now complete. Start on site is estimated in Quarter 4 2025/26.</p> <p>Phase 2 of the Our Places Fund includes upgrades to civic centres and cenotaphs. Consultation on these schemes are planned for January 2026, and designs are progressing.</p>
P10		<p>Deliver cultural events in varied locations throughout the borough, including such events as:</p> <ul style="list-style-type: none"> • Rotherham Show • Signals Festival • Uplift • WoW Rotherham • Christmas Lights' Switch On • Support for ward-based community galas and festivals 	Quarter 4	On track	<p>This year's event programme is underway with the following events delivered to date:</p> <ul style="list-style-type: none"> • WOW Rotherham • Armed Forces Day • Mayor's Parade • UPLIFT Urban Sports Festival • Summer of Play programme across urban skate parks and Town Centre • Support across 15 community-based summer galas and festivals • Rotherham Show • Bonfire Night at Clifton Park • Remembrance Day and Armistice Day commemorations • Christmas Lights' Switch On

					<ul style="list-style-type: none"> Reclaim the Night <p>Attendance to date is 137,244</p> <p>Accessibility statements are prepared for all events to ensure inclusivity.</p> <p>See case study below.</p>
P11		Appoint a contractor to undertake Stage 4 designs for the Dinnington High Street regeneration project.	Quarter 3	Complete	The Council is now leading on the Stage 4 designs.
P12		Start work on the demolition of Wath library to make way for new facilities.	Quarter 3	Known delays	<p>Procurement of a contractor for the Pre-Construction Services Agreement (PCSA) stage has been awarded. However, demolition work was not included in this initial agreement, therefore some delay in completing the demolition part of the project is expected.</p> <p>The Council and the contractor are working on a programme to bring the demolition works forward. Disconnections are due to commence in December with demolition due to begin in Quarter 4.</p>
P13		Support communities across the borough through the delivery of the Community Cohesion Grant fund.	Quarter 4	On track	The programme of activity is currently being delivered by a range of Council services and external partners. This includes a broad range of activities, bringing different communities together around shared activities and interests.

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

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

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

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

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

Performance measures

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

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

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

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

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

Case studies

Rotherham Show 2025

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

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

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

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

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

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



Developments at Thrybergh and Rother Valley Country Parks

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

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

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

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

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

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

Key improvements include:

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

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

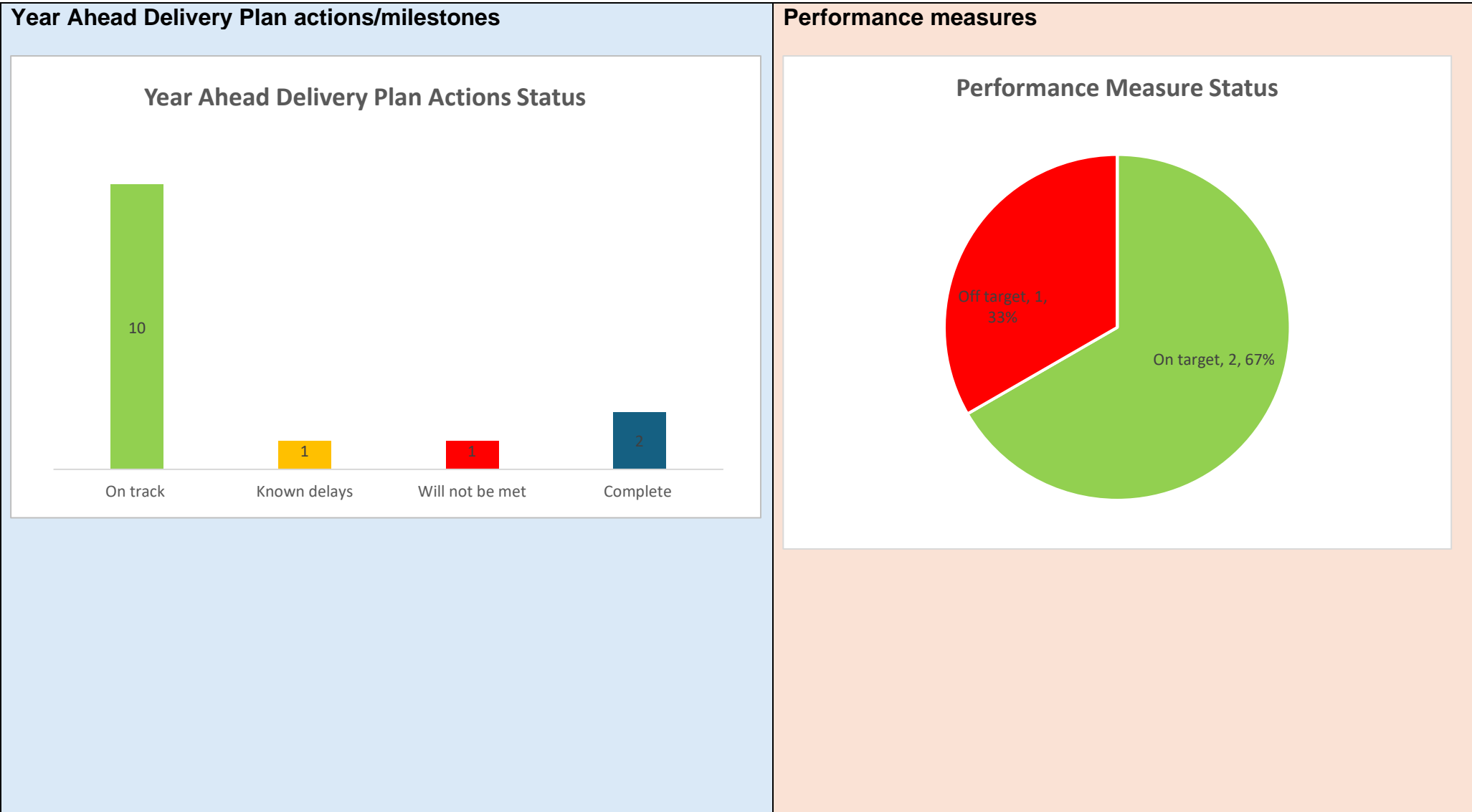


6.2 Outcome: An economy that works for everyone

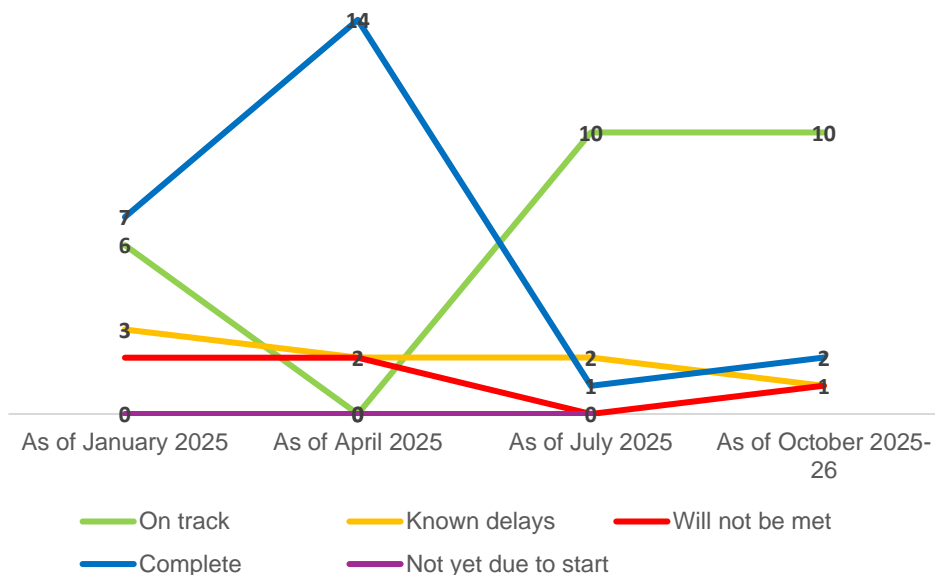
Priorities	The differences you will see
Developing the economy	<ul style="list-style-type: none"> • South Yorkshire investment zone - £1.2 billion of private funding, 8,000 jobs by 2030. • Package of support and advice that enables business to start, develop and grow. • An increased proportion of Council expenditure going to local businesses and providers.
Enhancing skills	<ul style="list-style-type: none"> • Support more people into and to progress in work, through dedicated and holistic training initiatives. • Deliver at least 500 new apprenticeships through Rotherham Together Partners by 2028. • Maximise the impact of Rotherham Together Partnership's potential to unlock, deliver and report on a collective potential of £53.5 million of unmeasured social value benefits across the borough.
Connecting people to opportunity	<ul style="list-style-type: none"> • Progress towards the new mainline station to create an integrated transport network, which will provide access to local, regional and national destinations. • Support the franchising of South Yorkshire's buses by the Mayor, subject to the completion of the statutory process. • Work with South Yorkshire Mayoral Combined Authority (SYMCA) to bring the first demand responsive bus services to Rotherham.

Headlines – evidencing our progress

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



Year Ahead Delivery Plan Action Trend



Highlights – Achievements and Challenges

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

An economy that works for everyone

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

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

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

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

Narrative – the bigger picture

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

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

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

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

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

1.2 Outcome: An economy that works for everyone

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

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

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

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

Performance measures

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

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

Local Employment Advisory Forum (LEAF) Jobs and Careers Fair

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

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

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



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

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

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



Pathways 2 Work

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

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



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

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

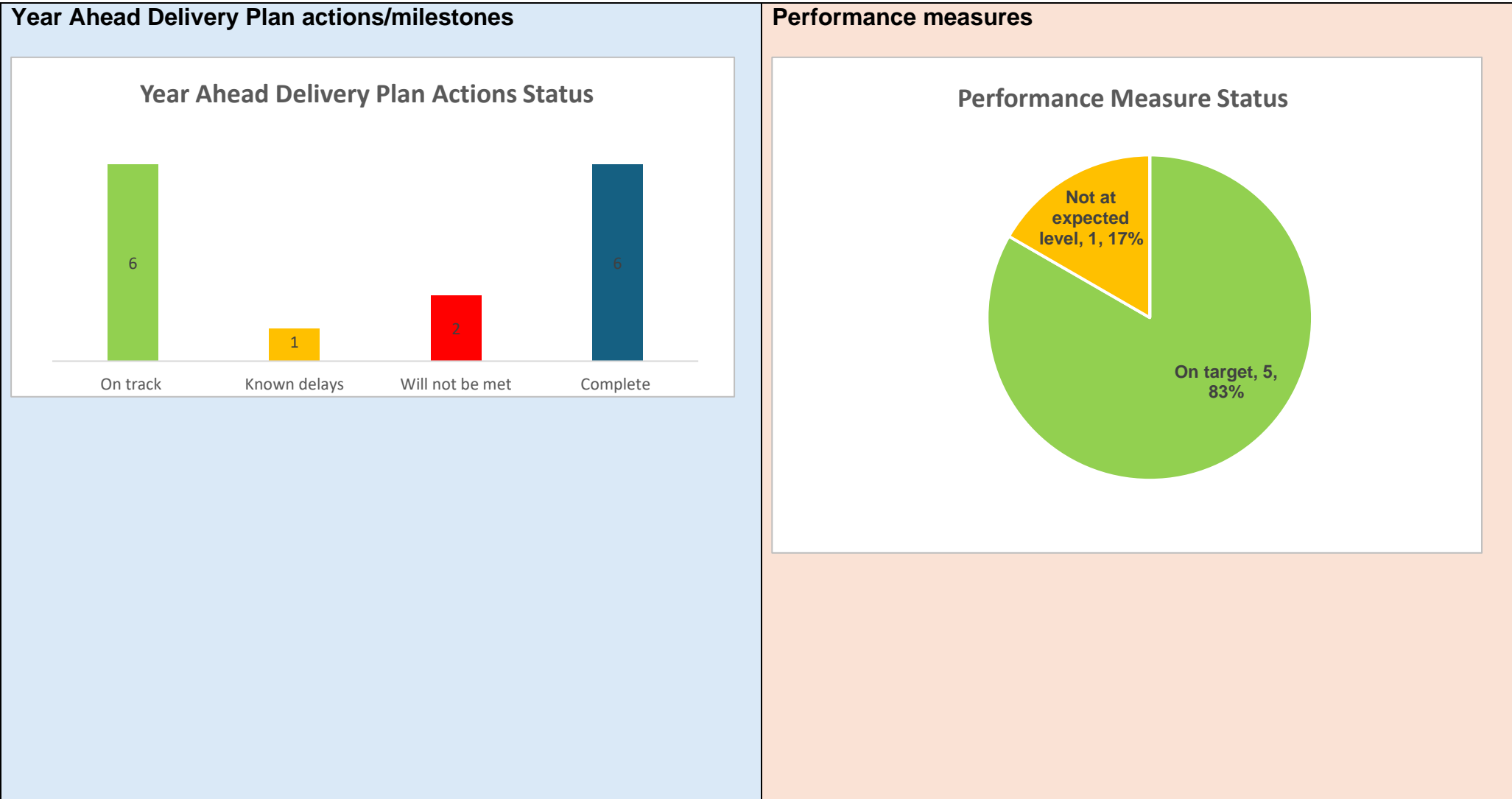
Strong partnerships underpin the programme's success. Collaboration with the Health Growth Accelerator enables two-way referrals for young people seeking employment, while joint working with the Department for Work and Pensions ensures referrals from Jobcentre Plus into Pathways to Work where appropriate.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

6.3 Outcome: Children and young people achieve

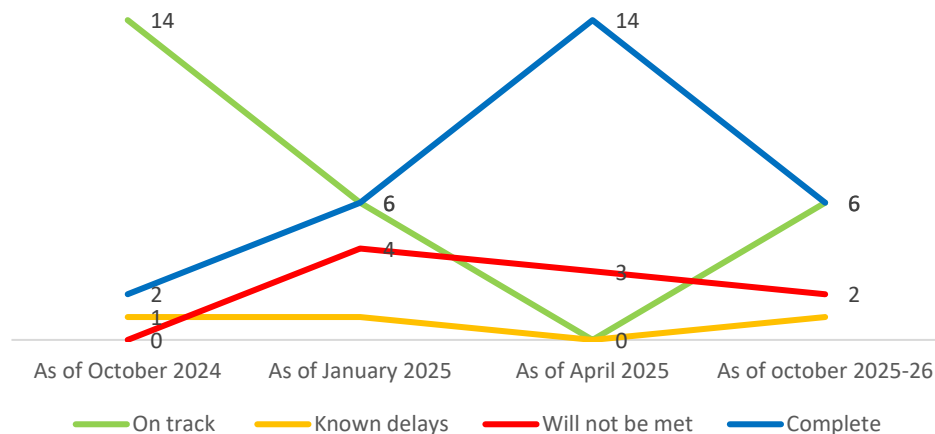
Priorities	How we will get there
Ensuring children and young people have fun things to do	<ul style="list-style-type: none"> • £1.8 million allocated to improve watersplash facility at Clifton Park and play areas across the borough until 2027. • Work with young people, local partners and external funders to agree a legacy programme for Children's Capital of Culture. • Improve access to youth activities and sessions.
Enabling children and young people to thrive	<ul style="list-style-type: none"> • Deliver baby packs to Rotherham families to ensure every family has access to essential items from the beginning of the child's life. • Inclusive SEND provision in the borough, including a new SEND hub in the town centre. • Support for young people to achieve their potential (links to the enhancing skills priority, under the enhancing skills priority, under the economy outcome).
Keeping children and young people safe from harm	<ul style="list-style-type: none"> • Provide five new children's residential homes to make sure children in care and care leavers can stay in the borough. • Strengthened safeguarding arrangements, particularly addressing harms outside the home. • Further support to families to build their resilience and help reduce hardship.

Headlines – evidencing our progress

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



Year Ahead Delivery Plan Action Trend



Highlights – Achievements and Challenges

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

Children and young people achieve

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

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

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

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

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

Narrative – the bigger picture

This theme focuses on the ambition for Rotherham to be a great place to grow up, where all children and young people are safe, valued, able to enjoy their lives and achieve their aspirations.

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

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

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

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

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

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

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

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

Year Ahead Delivery Plan tracker

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

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

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

		package of measures agreed through the Household Support Fund.			The final allocation will not be issued until March 2026 ahead of the Easter holidays.
C7		Complete building work on the Special Educational Needs and Disability centre at Eric Manns and hand over to the Rotherham Parents Carers Forum.	Quarter 4	Complete	The building work is now complete, and the Rotherham Parent Carers Forum are now occupying the building and delivering services within the community.
C8		Deliver Independent Travel Training to at least 30 children and young people to increase independence, through the new Home to School Transport Policy.	Quarter 4	Will not be met	<p>The scheme is specifically for children and young people in receipt of home to school transport due to a special educational need.</p> <p>Within the current year 2025/26, 19 young people have either been trained or are in the pipeline. The target of 30 is unlikely to be achieved due to extended sign-off timelines for some trainees alongside the departure of a team member.</p> <p>Resources for enhancing the provision for Independent Travel Training are currently under review and include:</p> <ul style="list-style-type: none"> • Independent Travel Training Buddy's training hours have been agreed and are processing to try to accelerate training provision. • Links have been established with Rotherham Opportunities College to deliver a joint offer. • Plans for providing classroom sessions in special schools to teach children and young people about road safety, route planning, reading timetables and

					<p>managing money/card payments will commence in Quarter 3.</p> <ul style="list-style-type: none"> Group Independent Travel Training packages will commence in Quarter 3 with a view to being implemented from April 2026.
C9		Support 27 Rotherham secondary schools and colleges, to enhance their careers provision.	Quarter 4	On track	<p>The project continues to support all 27 schools and colleges in the borough. The next data on Gatsby Benchmarks are due in December 2025, but all schools and colleges in the borough are expected to be on track.</p> <p>The main focus for the current academic year will be the promotion of work experience for all pupils, which is being led by South Yorkshire Mayoral Combined Authority with support from the area teams.</p>
C10		Implement a new education case management system.	Quarter 2	Complete	<p>Following the purchase and successful start to implementation of the new education case management system in September 2025, work is underway on data quality and migrating data.</p> <p>To align with the education calendar the planned go-live date for the new education case management system is Q2 26/27.</p>
C11		Performance measures: see below			
C12					
C13					
C14					
C15					
C16a		Provide the remaining planned children's in-house residential	Quarter 3	Complete	<p>The Registered Manager is now in post. Registration was submitted in July 2025.</p>

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

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

Performance measures

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

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

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

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

Children's Capital of Culture

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

Rotherham Schools Baton Relay

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

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

Plug In and Play

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



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

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

Replay Festival

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

Other celebrations

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

Clifton Park Watersplash

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

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

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

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

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

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

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

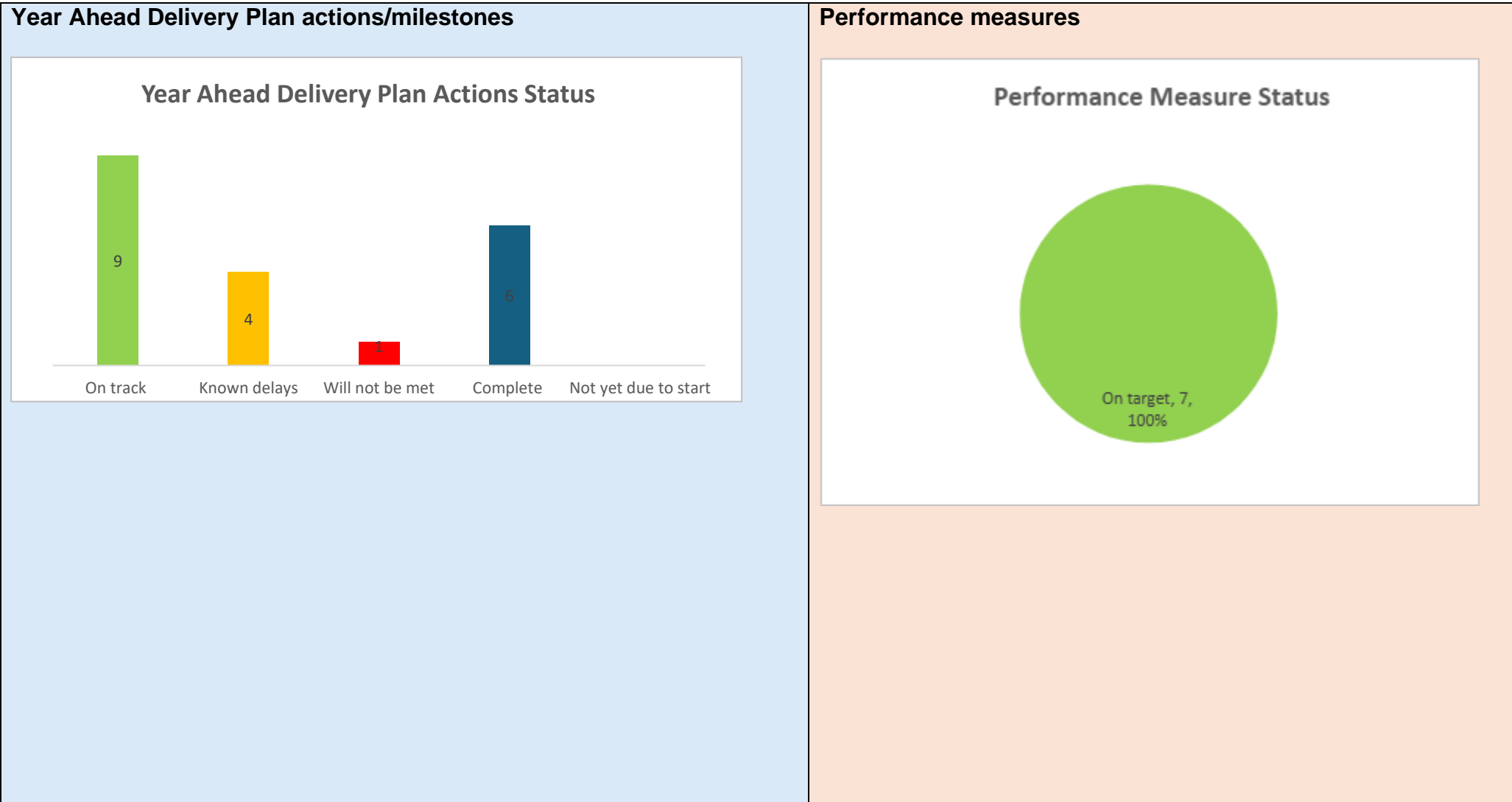


6.4 Outcome: Residents live well

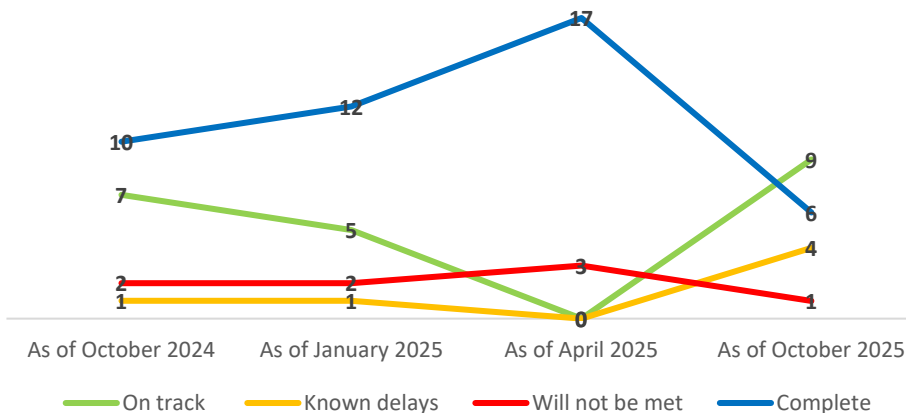
Priorities	The differences you will see
Better physical and mental wellbeing	<ul style="list-style-type: none"> • Offer 8,500 NHS health checks a year to people aged 40-74 to stop conditions earlier. • Work with local communities embed physical activities into daily lives. • Improved health provision in the town centre.
Assisting people to live independent, safe and well.	<ul style="list-style-type: none"> • Increase in the use of assistive technology and preventative support to maximise independence and delay the need for long-term social care support. • Castle View day centre will open in 2026, enabling adults with complex needs to maintain their independence and providing respite to carers. • Continue support to residents with the high cost of living, including with food sustainability.
Good quality, affordable homes for all.	<ul style="list-style-type: none"> • Committed to providing 1,000 new council homes by 2027, alongside improving the quality of existing Council homes. • Improving prevention outcomes for those at risk of homelessness and reducing use of emergency hotel accommodation. • Work with developers to facilitate delivery of good quality and affordable homes.

Headlines – evidencing our progress

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



Year Ahead Delivery Plan Action Trend



Highlights – Achievements and Challenges

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

Residents live well

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

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

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

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

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

Narrative – the bigger picture

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

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

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

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

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

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

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

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

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

6.4 Outcome: Residents live well

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

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

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

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

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

Performance measures

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

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

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

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

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

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

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

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

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

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

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

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

Quantitative outcomes show that:

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

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

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

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

Planned developments for the next phase include:

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

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

New Council Homes

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

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

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

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

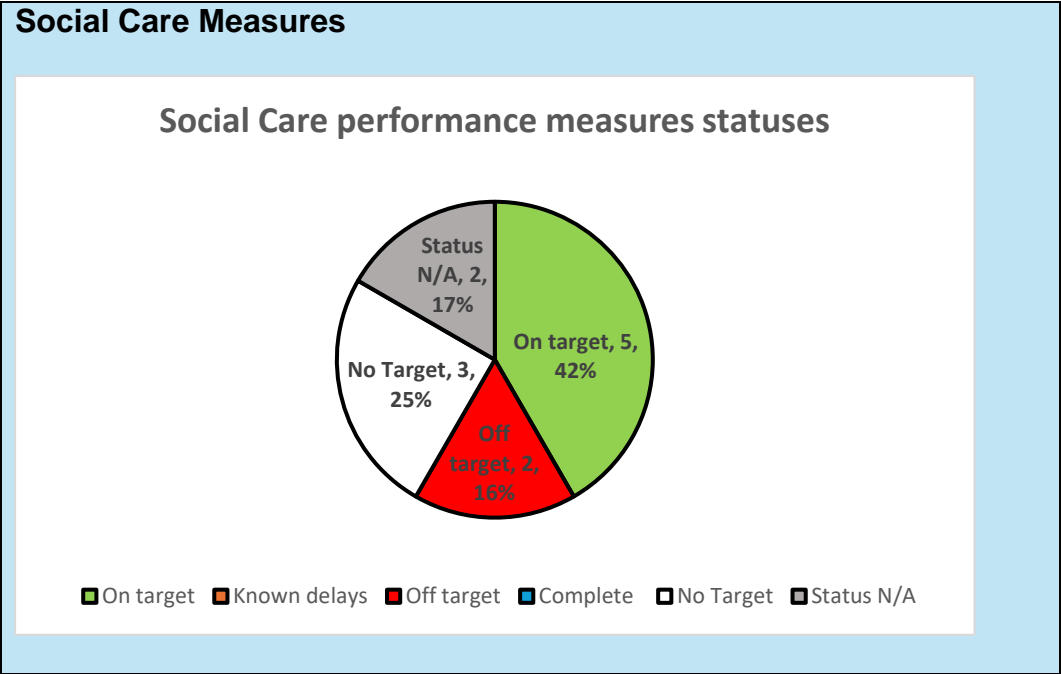
The 730th milestone property was built by Harron Homes at its Laughton Gate development in Dinnington and is part of three homes that will soon be available for shared ownership.



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

Social Care Measures

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



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

SC3	Number of new admissions to residential care homes for older people.	Low (in line with Peers)	327	330	92	116			208	<p>residential care, 34 over the BCF quarter 2 target of 82.</p> <p>216.54 per 100,000k population rate new admissions of older people into residential care, much greater than the BCF quarter 2 target of 153.07.</p> <p>There is an expectation that the target will be challenging, a variety of initiatives are currently being undertaken to impact on this. These include working with health on a project to reduce short term placements in care homes, which can translate into long term stays, enhancing our enablement offer and bolstering our reporting review and audit work to ensure we can strategically target our resources towards outcomes that maximise independence.</p> <p><i>*Activity and outturn data is subject to amendments</i></p>
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										and additional system recording with revised admissions totals for each month.	
SC4	Proportion of Adults who were enabled to be independent after short term at home support.	High	90.60%	90%	91.7%	93.1%			92.4%	93.1% of adults who were enabled to be independent after short term support in their home at quarter 2, a rise of 1.4% compared to quarter 1 figure of 91.7%, and remaining on track to achieve above the year-end target of 90%.	
SC5	Proportion of carers who find it easy to find information about support.	Better than National Average	n/a	Better than National Average	n/a	n/a			n/a	This indicator is reported from the Survey of Adult Carers in England (SACE), managed by the Department of Health and Social Care (DHSC) and undertaken every two years. The 2025/26 survey	

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

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

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

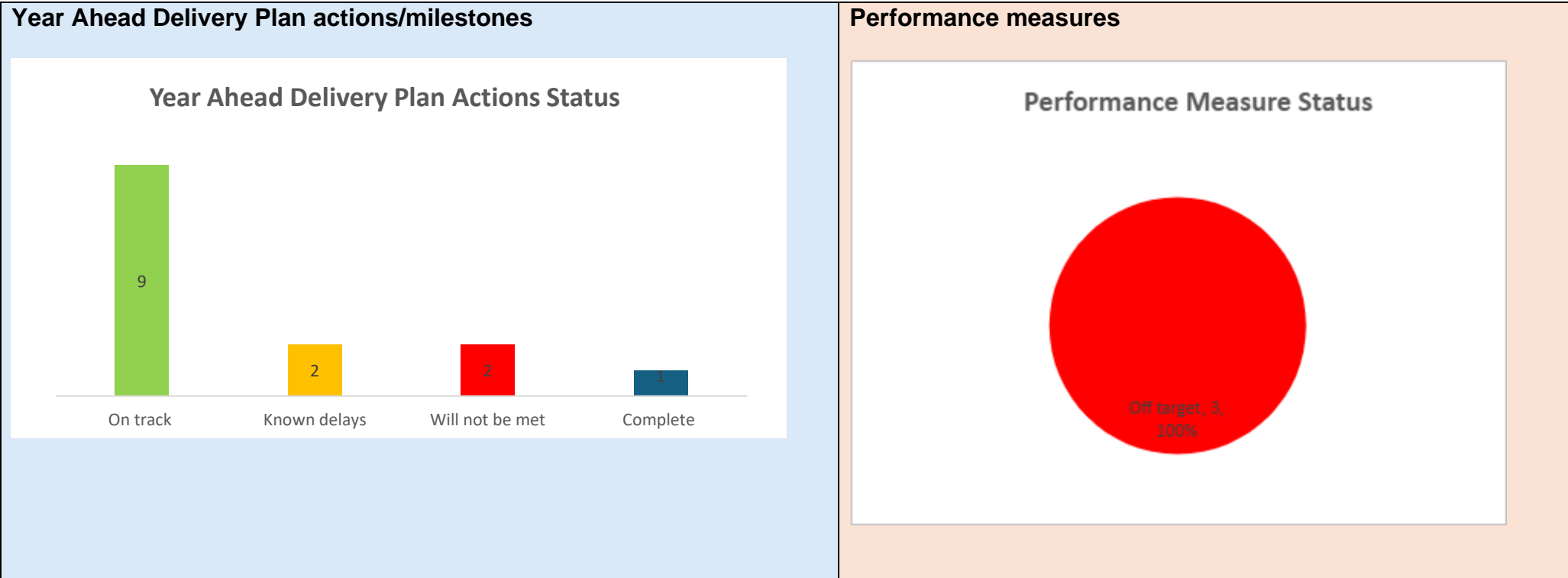
SC12	Proportion of children and young people being referred to social care services for a second of subsequent time within 12 months.	Low	17.3%	<22%	19.0%	19.1%			19.0%	19.1% of referrals in Quarter 2 were re-referrals showing a slight 0.1% increase on Quarter 1. Year to date this is 19.0%.	
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6.6 Outcome – One Council that listens and learns

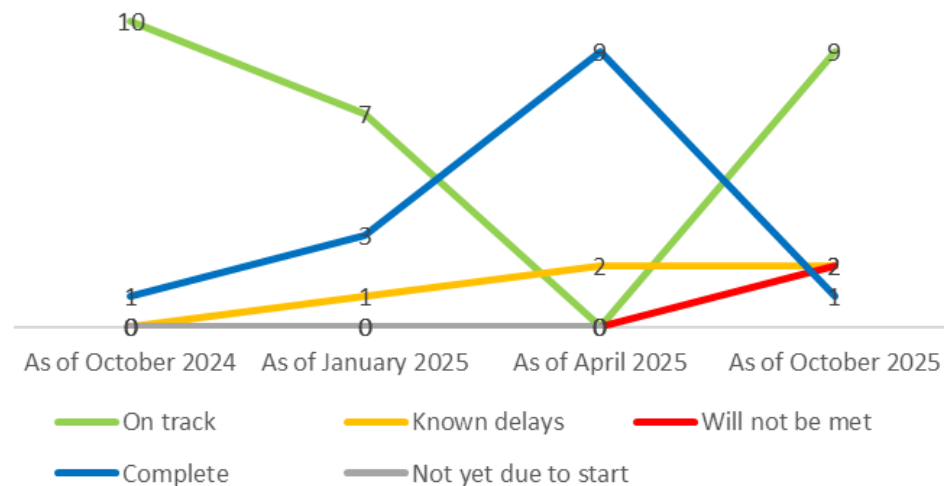
Priorities	The differences you will see
Better customer experience	<ul style="list-style-type: none"> • High quality services informed by customer feedback. • Increase the number of services available digitally (links to connecting people to opportunities priority, under an economy that works for everyone outcome). • Easy to access services, regardless of method customers choose to contact us.
Working in partnership with our communities	<ul style="list-style-type: none"> • Agree and deliver a new Rotherham Together Partnership Plan. • We will focus on developing our locality-working model in partnership and with communities, ensuring that we tackle issues and seize on opportunities. • Create a more inclusive consulting and engagement process through a new online tool and by increasing co-production.
A workforce that is ambitious and proud	<ul style="list-style-type: none"> • We aim to have a workforce that is more representative of the communities we serve. • A suitably skilled workforce that can help us to achieve our ambitions. • Strengthen career pathways and development opportunities for the whole workforce.
Responding to climate change	<ul style="list-style-type: none"> • A focus on decarbonising our corporate estate and fleet. • Work with our Rotherham Together partners to co-create an inclusive net zero strategy for the borough. • Increase the number of publicly available electric vehicle charge points through delivery of the public EV Charging Infrastructure Strategy.

Headlines – evidencing our progress

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



Year Ahead Delivery Plan Action Trend



Highlights – Achievements and Challenges

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

One Council that listens and learns

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

- Delivered the next phase of a staff and Elected Member learning and development programme to embed a strengths-based working approach across the Council and its partners (see case study below).

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

- The Equality, Diversity and Inclusion Strategy, now renamed the Inclusion Strategy, is delayed allowing for further consultation to be undertaken, it is now due to be presented to Cabinet in February 2026.

- The refresh of the Council's recruitment approach, including greater engagement with communities and the use of modern recruitment methods, has been delayed. This is due to the current vacancy for the Head of Organisational Development and Change. Plans are in place to recruit to this role so progress can continue.

Narrative – the bigger picture

The One Council that listens and learns theme focusses on delivering a better customer experience, working in partnership with our communities, ensuring we have a workforce that is ambitious and proud and responding to the threat of climate change. The progress that has been made towards delivering these priorities is detailed below.

The Council is on track to increase the number of services available digitally for our customers. A Pest Control online booking process has now gone live, with other bookable forms planned to go live throughout 2025/26. However, the introduction of the new IT system (Confirm) is delayed due to the complexity of work involved to develop, analyse and transfer data. The system is being introduced in stages, with grass cutting for example in place from August 2025 and all tasks are planned to be live by April 2026.

The next phase of staff and Elected Member learning and development programme has been completed with 80 staff partaking in the offer in July 2025. A Community of Practice has been established to continue staff development and embed strength-based working throughout the organisation. A session for Elected Members was held on 3 November 2025.

The procurement and implementation of the new consultation software is also on track to be delivered by Quarter 4. The system has now been procured and is currently being set up, training for staff has been delivered throughout October and November 2025, with further training planned for January 2026 and pilots of the new system due to be launched in early 2026.

The Rotherham Adult Social Care Always Listening Co-Production Board has been in operation since April 2025 and continues to meet monthly. The board is currently in the process of expanding its members to include a broader range of experience. Alongside this, a new Co-Production Lead started in September 2025 with the role designed to expand engagement with service users and the wider community. As part of designing a new tenant engagement framework that strengthens tenant influence, 13 workshops have been delivered both online and in person with tenants, Council staff, Cabinet Members and partners to agree a shared vision for tenant engagement, aims and outcomes and collaborative working values. A survey has also been launched to reach a wider tenant base including a sample of tenants who recently completed a Tenant Satisfaction Measures survey and consented to further engagement.

The refresh of the Council's Equality, Diversity and Inclusion Strategy, now renamed the Inclusion Strategy, is delayed and will now be presented to Cabinet in February 2026. Consultation was undertaken throughout the autumn and included a number of focus groups with different groups and organisations across the borough. The development of a new Rotherham Plan for the Rotherham Together Partnership has been slightly delayed and is now due to be endorsed by Cabinet in April 2026, with the proposal and planned approach agreed by the Strategic Partnership Group on 29 October 2025.

The Council is on track to deliver all actions responding to climate change by their respective Quarter 4 deadlines. This includes installing two solar panels on five town centre properties with an analysis having already taken place. The delivery of 10 engagement events with educational establishments and communities to promote awareness of renewables, carbon reduction, energy management and green skills is on track with 6 having been delivered as of Quarter 2 against a target of 10. A full Business Case has been developed for the procurement of a Local Area Energy Plan for Rotherham with a review of other plans having taken place. Work with South Yorkshire Mayoral Combined Authority to progress the next phase of the Public EV Infrastructure Strategy is underway with a report having gone to Cabinet in December 2025.

Year Ahead Delivery Plan tracker

6.5 Outcome: One Council that listens and learns					
Ref	Outcome	Activity	Timescales for delivery	Status	Rationale for status
1	Better customer experience	Increase the number of services available digitally for our customers, by implementing calendar booking and payment upfront online functions. This will include a digitalised pest control appointment service.	Quarter 4	On track	The Pest Control online booking process went live in Quarter 3. Other bookable forms are now being planned and will go live later in the year.
2		Implement a new IT system (Confirm), which will improve the cleanliness of the borough by providing better performance monitoring, maximising use of resources	Quarter 3	Known delays	The Confirm system is being introduced in phases to improve service delivery: <ul style="list-style-type: none"> Initially cleansing services, such as bin emptying, began in July 2024, with grass cutting following in August 2025.

		and improving how the public report and receive feedback on local issues.			<ul style="list-style-type: none"> Sweepers and litter picking are now in training and testing stages (Sep-Oct 2025). <p>The remaining service tasks, such as weed spraying, tractor activities, sports pitches and parks, will be implemented into the system over the next few months. There are multiple go live dates for the remaining tasks due to the seasonal activities. All tasks will be live by April 2026.</p> <p>There has been a delay to service delivery due to the complexity of the work involved to develop, cleanse, analyse and transfer data into the system and competing operational demands.</p>
3		Performance measures: see below			
4					
5					
6	Working in partnership with our communities	Refresh the Council's Equality, Diversity and Inclusion Strategy and produce the accompanying Annual Report.	Quarter 2	Will not be met	<p>The Equality, Diversity and Inclusion Strategy, now renamed the 'Inclusion' Strategy, will be presented to Cabinet in February 2026. This allowed for further consultation to be undertaken and given current capacity in the team.</p> <p>Consultation was undertaken over the autumn and included several focus groups with different groups from across the borough.</p>
7		Develop and launch a new Rotherham Plan for the	Quarter 4	Known delays	It was agreed at the Strategic Partnership Group meeting on 28th July to commission the

		Rotherham Together Partnership.			<p>Chief Executive Officer Group to create a proposal including scope, timelines etc for the development of the plan. The proposal they have produced was considered and agreed by the Strategic Partnership Group on the 29th October.</p> <p>The new Plan is now due to be endorsed by Cabinet and other members of the Rotherham Together Partnership in April and be launched in May.</p>
6		Deliver the next phase of a staff and Elected Member learning and development programme that will help embed a strength based-working approach across the Council's workforce and partners.	Quarter 2	Complete	<p>Training for 80 staff members took place during July 2025. A Community of Practice has been established for continued staff development and support. A session for Elected Members was also held on 3 November 2025.</p> <p>See case study below.</p>
9		Procure and implement new consultation software to improve the Council's approach to consultation.	Quarter 4	On track	The new consultation system has been procured and training for Council staff has commenced. This training was delivered through October and November, with further training planned in January. Pilots of the new system are due to be launched in early 2026.
10		Embed the Rotherham Adult Social Care Always Listening Co-Production Board (RASCAL) within the approach to change across adult social care.	Quarter 4	On track	The Rotherham Adult Social Care Always Listening Co-Production Board has been operational since April 2025. It meets monthly and is currently expanding its membership to include a broader range of members.

					A new Co Production Lead started in September 2025 and will expand our engagement with service users and the wider community.
11		Co-design a new look tenant engagement framework that strengthens tenant influence in Rotherham and empowers tenants to effectively shape council housing services and enhance their neighbourhoods.	Quarter 4	On track	<p>13 co-design workshops have been delivered, bringing together tenants, staff, Cabinet members and partners to agree on a shared vision for excellent tenant engagement, including aims, outcomes and collaborative working values.</p> <p>A survey has been launched to reach a wider tenant base, including 178 members of the Tenant Connectors Pool and tenants who recently completed the Tenant Satisfaction Measures survey and consented to further engagement.</p> <p>The co-creation of a practical action plan, which also incorporates feedback from TPAS (Tenant Engagement Experts) from a reached accreditation is due to be launched in Quarter 4.</p>
12	A workforce that is ambitious	Complete the Employee Opinion Survey 2025 and increase the participation rate to greater than 50%.	Quarter 4	On track	<p>The survey was launched in November 2025.</p> <p>Engagement with frontline services is ongoing to encourage participation.</p>

					Senior Leaders have discussed strategies to remind staff of their role and actions taken based on feedback.
13		Refresh the recruitment approach through engagement with our communities and modern recruitment methods, including jobs fairs and partnership working, to ensure the attraction of applicants who are representative of the communities we serve.	Quarter 4	Will not be met	<p>Council careers were showcased at the LEAF Rotherham Recruitment Fair, alongside attendance at multiple school, college and university events to promote the Council as an Employer of Choice.</p> <p>Work is underway with local partners to expand work placement opportunities for young people. The Council is also collaborating with universities and the Local Government Association to provide graduate application support and deliver public sector career sessions for students</p> <p>Despite this progress, delivery is impacted due to a delay in the recruitment of a permanent Head of Organisational Development and Change. Work is being undertaken in distinct areas, for example communities and schools. Internal manager engagement is taking place.</p>
14	Responding to Climate Change	Install two solar (PV) panels on five town centre properties ((Tom Burgess House, Arthur Wharton House, Elizabeth House, Portland House; Millfold Rise) to provide a revenue income or saving, funded by the Decarbonisation Recycle Fund.	Quarter 4	On track	Technical feasibility studies have been undertaken on the site which indicate that the proposal can progress at these sites. A further refinement of the proposal has now been developed, and internal discussions are now being undertaken to confirm approval for delivery.

15		Deliver 10 engagement events with education establishments and communities to improve awareness and promote the benefits of renewables, carbon reduction, energy management and green skills and jobs.	Quarter 4	On track	As of September 2025, 6 school engagements have taken place to discuss renewable energy and student engagement. Energy officers have also attended a formal landlord event raising awareness of ECO 4 Flex and the Landlords EV infrastructure offer. Two additional events have been undertaken, including winter wellbeing events at Riverside House and Catcliffe Memorial Hall. Several events have been scheduled at various community centres throughout the winter period.
16		Develop a full business case for the procurement and delivery of a Local Area Energy Plan for Rotherham, including a review of potential external funding opportunities.	Quarter 4	On track	A review of other Local Area Energy Plans has been undertaken including the costs and benefits associated with the plan. A business case is currently being developed following a market engagement activity to better understand the expected costs and inclusions.
17		Work with South Yorkshire Mayoral Combined Authority to progress the next phase of the Public EV Infrastructure Strategy and identify an external funding source.	Quarter 4	On track	The Council is working closely with South Yorkshire Mayoral Combined Authority and other Local Authorities to develop this scheme. A funding source and proposed approach has been identified and will be presented to Cabinet in December 2025.

Performance measures

One Council that listens and learns			2024/25 Year End	Target (If Applicable)	Q1 (Apr-Jun)	Q2 (Jul-Sep)	Q3 (Oct-Dec)	Q4 (Jan-Mar)	Year to Date	Progress Update	Rag Rating
Ref	Measure	Good Performance									
3	Customer telephone wait time in the corporate contact centre to under 3 minutes.	Low	2 mins 47 secs	3 minutes	3 mins 31 secs	5 mins 56 secs			3 mins 39 sec	Wait times in Quarter 2 are longer than Quarter 1 but are not seen as a downward trajectory in performance as the causes are temporary issues. Wait times are above target due to a significant number of extra calls received regarding Garden Waste. There have also been several staff leaving the service for internal promotion to other departments temporarily reducing capacity. Staff vacancies are being filled to increase call handlers and the increase in calls due to Garden Waste issues have reduced significantly	
4	Respond to 85% or above of complaints closed within	High	83%	85%	81%	82%			81.5 %	Currently 3% below target. All three months in Quarter 2 were below target. However, performance improved by 2% over the quarter and improved from Quarter 1. Current performance levels are	

	timescales.									predominantly being impacted by Housing Services, where Quarter 2 performance was 79%. The service is now conducting a piece of work to strengthen governance around complaints and using complaints to inform and improve housing service delivery and design. All services are provided with monthly performance information.	
5	Reduce the number of complaints relating to street cleaning, grounds maintenance and waste management to less than 190.	Low	257	<190	77	110			187	<p>77 complaints received in Quarter 1, of which 69 relate to Waste Management, 6 relate to Street Cleaning and 4 on Grounds Maintenance.</p> <p>110 complaints received in Quarter 2, of which 93 relate to Waste Management and 6 on Grounds Maintenance.</p> <p>The number of cumulative complaints for this year is currently at 187 against an annual target of less than 190.</p> <p>Waste Management complaints have increased from Q1 to Q2 as indicated above, complaints are also higher than the same point last year (72 in Q2 2024/25).</p>	

										Waste Management complaints have been in reaction to the pausing of Garden Waste collection and also in relation to the Council Refund Policy.	
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Case studies

Strength-based working training

Between October 2024 and November 2025, the Council delivered a programme to embed a Community Strengths-Based approach across its workforce and Elected Members. This is part of the Council's commitment to working in partnership with communities recognising local assets, building on existing strengths, and fostering a culture of empowerment and collaboration.

The Council commissioned leading practitioners from Leeds City Council Asset-Based Community Development team, and the Leeds based community organisation LS14 Trust. Their expertise brought practical insight and innovative, community-led methods that have been celebrated for transforming engagement at a local level.

Training delivery and participation

- Eight full day sessions for staff were delivered between October and December 2024, followed by four more sessions in July 2025.
- Around 200 participants, including Council staff and external partners, took part in these interactive sessions, gaining practical tools to apply strengths-based principles in their day-to-day work.
- A full day Member Development session in November 2025, attended by 12 Elected Members, which looked at how strengths-based approaches can support them in their community leadership role within their wards.

This programme complemented the Council's existing online module on strengths-based approaches, which has now been completed by over 1,800 staff members, ensuring that the principles of asset-based working are embedded consistently across the organisation.

The motivation behind this training was clear: to embed strengths-based thinking across the organisation and change how services engage with communities. This approach reflects Rotherham's commitment to:

- Locality working
- Staff development
- Community empowerment
- Cross-directorate collaboration

By focusing on what communities already have – rather than what they lack – the Council aims to nurture more resilient, connected, and self-sustaining neighbourhoods. Importantly, this training equips staff to work more effectively with some of the borough's most vulnerable and diverse communities. It ensures that services are inclusive, responsive, and shaped by lived experience, fostering trust and genuine partnership between the Council and the people it serves.

The training has already led to several positive developments across the organisation:

- Community of Practice: A bi-monthly forum has been established, providing a space for colleagues to share learning, reflect on practice, and build a shared understanding of strengths-based approaches. This ongoing dialogue helps maintain momentum and embed principles into everyday work.
- Strategic Integration: The principles of strengths-based working are being embedded into key strategic documents, including the Council Plan, service plans, and individual Year Ahead Plans, ensuring alignment across all levels of the organisation.

These developments demonstrate that the training is not only influencing practice but also shaping organisational culture and strategy, creating a strong foundation for sustainable change.

Feedback from participants has been overwhelmingly positive, highlighting the value and relevance of the training. One attendee shared:

“Really engaging speakers. I learnt a lot and it changed my way of thinking. I feel more empowered to do the difficult thing—engaging early on with communities.”

This reflects a broader cultural shift across the organisation—from simply delivering services to building meaningful relationships with communities.

The Council remains committed to embedding strengths-based approaches as a core part of its work. With continued leadership support, a growing network of champions, and strong community partnerships, we are building a culture where:

- Staff are empowered to work collaboratively and creatively
- Communities are valued for their assets and contributions
- Services are shaped by lived experience, ensuring they are inclusive, responsive, and sustainable.

Community Recovery Fund – The South Yorkshire Wah Hong Association (SYWHA)

The South Yorkshire Wah Hong Association (SYWHA) has developed a cohesion project through two different types of events based around two themes, these being:

- A series of dialogue/conversation lunches covering, integration, cultural differences and similarities, living in the UK.
- Community Action Labs that look at topics of concern to Rotherham residents such as pollution, litter, global warming.

Both themes look at cohesion and integration through different lenses, with the aim of promoting cohesion, amongst different communities in the borough, through dialogue.

The project moves around the Borough meeting with residents in Maltby, Dinnington, Rotherham town centre, Rawmarsh, Sunnyside, Brinsworth, Ferham and Masbrough, as well as the LBGTQ+ community, people with Southeast Asian descent, asylum seekers and refugees. Visitors to the sessions are made to feel welcome, encouraged to participate and to mix with people from other cultures.

To ensure that meaningful and structured conversations take place, SYWHA have developed an innovative and successful way of mixing the guests. Each person is allocated a table and a place number. A box of 'Conversation Cards' (questions or comments) are used by the nominated person to start a themed conversation such as 'tell me about a tradition of food from your home country' or 'tell me about what you like/dislike about Rotherham'.

All conversations are in English or are translated into English to ensure maximum participation and engagement. The outcomes so far are that all the participants have similar issues regardless of where they come from. These issues being: cost of electricity, the weather, cost of food, access to traditional home ingredients, missing family, festivals and above all their desire to become active participants in the UK.

SYWHA share Chinese, Japanese, Korean and Southeast Asian foods with participants which encourage further conversation and improved relationships. SYWHA have so far delivered 8 sessions, each attended by 40-60 participants, more sessions are being scheduled to take place early 2026.





encourages participation, and the 'payback' is diverse for visitors from across neighbourhoods and wards, socio-economic groups and ethnic background who all live in Rotherham.

Feedback has included:

'We loved talking and discussing some topics and about the past' - Z (Clifton)

'Great to meet new people and learn about their culture, food and interests' – K (Dinnington)

'Events like this really help bring communities together' – B (Rawmarsh)

'Interested to learn that the Muslim community and Hong Kongers both follow a lunar calendar' – J (Rotherham)

'Today was extra special as we celebrated mid-Autumn Festival with mooncakes for everyone – C (Whiston)

'They encourage dialogue, nurture empathy and remind us that diversity is an asset when it is actively cultivated – N (Kiveton Park)

The project has demonstrated that with desire and willingness, cohesion can occur easily and makes a lasting impact on participants. The 'hook' of multicultural cuisine

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

Outcome: Places are thriving, safe and clean	
Year Ahead Delivery Plan - actions	
<ul style="list-style-type: none"> • 23% of actions are completed (6/26) • 38% of actions are on track (10/26) • 31% of actions are delayed by less than 3 months (8/26) • 8% of actions are delayed by more than 3 months (2/26) 	
Actions complete	<ul style="list-style-type: none"> • P1 Launched the Street Safe Team – has started delivering tangible results with the appointment of a Community Safety and Protection Manager in September and a Street Safe Coordinator in November. Five Street Safe Officers are now patrolling the town centre daily, with the team was launched in December 2025. • P2 Agreed the Community Safety Strategy – endorsed by Cabinet in September and agreed at Council in November 2025. • P11 Appointed a contractor to the Dinnington High Street regeneration project – the Council are now leading on Stage 4 designs. • P20 Established the Roadside Cleaning Team – the team has been in place since October 2025 and the programme of works has commenced. • P27 Started works on Riverside Gardens and Corporation Street public realm – work began on Riverside Garden and Corporation Street in May 2025. • P32 Submitted Rotherham's 'Regeneration Plan' – approved at Cabinet in November 2025.
Actions delayed (by less than 3 months)	<ul style="list-style-type: none"> • P3 Develop and consult on tranche 2 Local Neighbourhood and Road Safety programme – the final three schemes of 12 have had delays in being commissioned and are expected to be complete in Quarter 1 2026/27. • P8 Refresh the Thriving Neighbourhood Strategy - work has now started on the refresh of this Strategy and is due to be completed in Quarter 1 of 2026/27. This delay has arisen as a result of the Assistant Chief Executive vacancy. • P9 Implement Phase 1 of the Our Places Fund by starting work on the Swinton & Maltby schemes – Additional design changes requested by the Council are likely to require planning amendments, which will

	<p>likely push the start on site to Spring 2026 for the Swinton scheme. Start on site is due to be completed by Quarter 4 in Maltby.</p> <ul style="list-style-type: none"> • P12 Start work on the demolition of Wath library – disconnections are due to commence in December, with demolition due to begin in Quarter 4. • P16 Complete redevelopment works at Rother Valley Country Park – the site handover was completed in November 2025. However, final completion is expected in March 2026 due to delays with the electricity connection with Northern Power Grid. • P21 Complete the procurement of all vehicles within the Fleet Replacement Plan – delayed due to business case approvals, but contracts are now anticipated to be in place by February 2026. • P28 Complete construction works to the Outdoor Covered Market – rescheduled due to two months of additional work regarding fire compliance and is now due to be completed by Quarter 1 2026/27. • P30 Start work on the first phase of a Health Hub providing health-based services in the town centre – delayed due to complications with design and tender documents and negotiations with contractor but work scheduled to begin in January 2026.
Actions significantly delayed (by more than 3 months)	<ul style="list-style-type: none"> • P19 There are delays across some of the flood defence/mitigation schemes including the Eel Mires Dike Flood Alleviation Scheme and Kilnhurst Flood Alleviation Scheme – delayed until Quarter 4 due to complications regarding access to land owned by third parties. • P31 The development of plans to RIBA Stage 1 for the next phase of the major housing development in the town centre – delayed until Quarter 4 due to the inclusion of an additional site in the tender process, which is due to close in December 2025.

Performance Measures	
	<ul style="list-style-type: none"> • 75% of performance measures are on target (6/8) • 13% of performance measures are off target (1/8) • 13% of performance measures are not applicable in Quarter 2 (1/8)
Measures on target	<ul style="list-style-type: none"> • P5 Issue 1,000 formal enforcement actions to help address anti-social behaviour in communities. • P23a Achieve 80% of the 'principal' road network. • P23b Achieve 77% of the 'non-principal' road network. • P23c Achieve 65% of the 'unclassified' road network.

	<ul style="list-style-type: none"> • P24 Undertake effective enforcement action for fly tipping by issuing a minimum of 60 fixed penalty notices. • P25 Increase the proportion of waste sent for reuse (recycling and composting) to 45%.
Measures off target	<ul style="list-style-type: none"> • P6 33 adults to start a residential rehabilitation placements to receive support for drug/alcohol misuse – at the end of Quarter 2 there have been 12 admissions, with a further 4 individuals who have a planned admission date for Quarter 3.
N/A	<ul style="list-style-type: none"> • P26 Plant at least 500 trees across the borough – information not available until Quarter 4 due to tree planting season commencing in Quarter 3.

Outcome: An economy that works for everyone	
Year Ahead Delivery Plan - Actions	
	<ul style="list-style-type: none"> • 14% of actions are complete (2/14) • 71% of actions are on track (10/14) • 7% of actions are delayed by less than 3 months (1/14) • 7% of actions are delayed by more than 3 months (1/14)
Actions complete	<ul style="list-style-type: none"> • E10 Implemented an Economic Inactivity Trailblazer to provide a new system of support for economically inactive residents to get back to work - delivery began 1 April 2025. • E11 Completed the delivery of Phase 2 of the Rotherham Together Partnership's Social Value Action Plan – Phase 2 began in June 2025 and workshops concluded in November 2025.
Actions delayed (by less than 3 months)	<ul style="list-style-type: none"> • E6 Adoption of the Employment and Skills Strategy – scheduled for Cabinet approval in December 2025, following a short delay to further develop priorities and actions.
Actions significantly delayed (by more than 3 months)	<ul style="list-style-type: none"> • E1 Started construction on the Templeborough Business Zone Project – negotiations on contracts with Magna now completed and Board approval confirmed. Now agreed, stakeholder sign off will still be required which is estimated to take between 3-6 months, meaning that the start date for construction is now expected in Quarter 1 2026/27.

Performance Measures
<ul style="list-style-type: none"> • 67% of performance measures are on target (2/3) • 33% of performance measures of off target (1/3)

Measures on target	<ul style="list-style-type: none"> • E4 Help 70 businesses to start up • E5 Provide advice and support to 500 local businesses
Measures off target	<ul style="list-style-type: none"> • E12 Increase the proportion of new starter apprenticeships created within the Council as a percentage of the workforce to 1.5% - performance has improved in Quarter 2 to 1.21%, continuing an upward trend from 0.91% at year-end 2024/25 and 0.8% in Quarter 2 2024/25. A strategy is being developed to increase the take up of new starter apprenticeships.

Outcome: Children and young people achieve	
Year Ahead Delivery Plan - Actions	
<ul style="list-style-type: none"> • 40% of actions are complete (6/15) • 40% of actions are on track (6/15) • 7% of actions are delayed by less than 3 months (1/15) • 13% of actions are delayed by more than 3 months (2/15) 	
Actions complete	<ul style="list-style-type: none"> • C2 Replaced the watersplash facility at Clifton Park - opened to the public on 23 July 2025 to coincide with the school holidays. • C7 Completed building work on the Special Educational Needs and Disability centre at Eric Manns – the building work has been completed, and Rotherham Parents Carers Forum are now occupying the building. • C10 Implement a new education case management system – the new education case management system has been procured and is being implemented, with work underway on data quality and migrating data. The new system is due to go live in Quarter 2 2026/27 to align with school term calendar. • C16a&b Submitted the registration of a third and fourth two-bedroom residential children's homes to make sure Children in Care and young people can stay in the borough - registration was submitted in March and July 2025 respectively with the latter home opening in August 2025. • C18 Published the No Family Left Behind Strategy, which sets out Rotherham's commitment to addressing child poverty – was approved at Cabinet and published in September 2025.
Actions delayed (by less than 3 months)	<ul style="list-style-type: none"> • 16d Submitting the registration of a sixth two-bedroom residential children's home to make sure Children in Care and young people can stay in the borough – following engagement with Ward members and residents, additional due diligence was undertaken leading to a delay in the submission of the planning application. Registration is now due to be submitted in Quarter 1 2026/27.

Actions significantly delayed (by more than 3 months)	<ul style="list-style-type: none"> • C4 The submission of a bid to the Football Foundation for a new multi-use games area in the borough – delayed due to the Round 2 Expression of Interests from the Football Foundation being delayed, work is ongoing to source alternative funding, however timescales for this are not yet known. • C8 19 candidates have received Independent Travel Training or are in the pipeline – it is unlikely that the target of 30 trainees will be met due to delays in sign-off timelines and following the departure of a member of staff.
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Performance Measures	
<ul style="list-style-type: none"> • 83% of performance measures are on target (5/6) • 17% of performance measures are not at expected level (1/6) 	
Measures on target	<ul style="list-style-type: none"> • C5 Commission the voluntary and community sector to deliver 850+ universal youth work sessions so that young people have access to activities across the borough. • C11 Deliver 100% of Baby Packs to eligible Rotherham Families who have requested one. • C12 Provide health visitor checks to at least 85% of eligible children for their 2-2.5yr checks. • Children's Centres to deliver 1900+ support sessions to families with children aged 0-5 years. • C15 Issue 73% of Education, Health and Care Plans within 20 weeks ensuring children receive effective support when needed.
Measures not at expected level	<ul style="list-style-type: none"> • C13 Continue to deliver high quality services across the Family Hubs network, ensure that at least 90% of families register their children within 6 months of birth. 80.5% of babies born between 1st October 2024 and 31st March 2025 were registered with a Family Hub within 6 months of birth. Work with health and midwifery teams is planned to engage expectant parents at the earliest opportunity.

Outcome: Residents live well	
Year Ahead Delivery Plan Actions	
<ul style="list-style-type: none"> • 30% of actions are complete (6/20) • 45% of actions are on track (9/20) • 20% of actions are delayed by less than 3 months (4/20) • 5% of actions are delayed by more than 3 months (1/20) 	
Actions complete	<ul style="list-style-type: none"> • R2 Launched a specialised support service for people who have attempted suicide – launched April 2025 and now accepting referrals

	<ul style="list-style-type: none"> • R7 Launched a new technology service that provides a broader range of equipment to enable people to remain living at home for as long as possible – new Technology Offer went live on 1 April 2025 • R14c&f Groundworks underway for the new homes, through the Housing Growth Programme – began in June 2025 at West Melton and in September 2025 at Maltby. • R15 Developed proposals in relation to Selective Licensing, which seek to protect private tenants, support landlords and improve housing conditions within the Borough – approved at Cabinet in September 2025. • R16 Agreed a new Housing Allocations Policy – approved by Cabinet in September 2025.
Actions delayed (by less than 3 months)	<ul style="list-style-type: none"> • R5 Completing the building work for Castle View Day Service which will provide new day opportunities for people with high support needs – delivery may extend into Quarter 1 2026/27 due to a new requirement introduced by Northern Power Grid, which has caused significant delays to property completions and handover. • R13 Continuing the delivery of the Council Homes Delivery Programme by completing the Council new build project at Warden Street in Canklow – to be completed in Quarter 4 2025/26, delay due to new requirement from Northern Power Grid. • R14e Starting the groundwork on new homes at Wath – delays caused by ecological and planning requirements and expected by Quarter 4. • R17 Complete full stock condition surveys to 6,000 properties - 2,726 surveys completed, delayed due to quality issues within surveys, work underway to explore accelerating the programme whilst maintaining quality assurance.
Actions significantly delayed (by more than 3 months)	<ul style="list-style-type: none"> • R6 Deliver the Rothercare analogue to digital switchover for 5,000 residents – delayed due to the original provider no longer being financially viable and having ceased trading, swap outs are being undertaken by Rothercare and Mediquip and due to be completed by the end of May 2026.

Performance Measures	
<ul style="list-style-type: none"> • All performance measures are currently on track to be achieved (7/7). 	
Measures on target	<ul style="list-style-type: none"> • R3 Provide 8,500 NHS Health Checks for Rotherham Residents. • R4 Support the Rotherham Ambition for a Smoke Free Rotherham by supporting 1,000 Rotherham residents to set a Quit Date.

	<ul style="list-style-type: none"> • R11 Ensure that a minimum of 70% of Domestic Abuse referrals are actively engaged in any support offered. • R12 Increase the proportion of new claims for Housing Benefits and Council Tax Support are dealt with within 14 days of receipt of all necessary information to 98%. • R18 Expand the Council's temporary accommodation portfolio to at least 173 homes. • R19 Maintain the proportion of council housing repairs completed 'Right 1st time' to achieve at least 93%. • R20 50% of council homes to have an EPC C energy performance rating.
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Social Care Performance Measures	
	<ul style="list-style-type: none"> • 42% of measures are currently on target (5/12) • 17% of measures are currently off target (2/12) • 17% of measures are not applicable in Quarter 2 (2/12) • 25% of measures do not have a target (3/12)
Measures on target	<ul style="list-style-type: none"> • SC4 Proportion of Adults who were enabled to be independent after short term at home support. • SC6 Number of 0-17year old children who are a Child in Need as a rate per 10,000 of the Rotherham 0-17yrs population. • SC7 Number of 0-17year old children with a child protection plan as a rate per 10,000 of the Rotherham 0-17yrs population. • SC8 Number of 0-17year old children in care as a rate per 10,000 of the Rotherham 0-17yrs population. • SC12 Proportion of children and young people being referred to social care services for a second of subsequent time within 12 months.
Measures off target	<ul style="list-style-type: none"> • SC2 Number of new admissions to residential care homes for older people as a rate per 100K population. 216.54 per 100,000k population rate new admissions of older people into residential care, greater than the quarter 2 target of 153.07. • SC3 Number of new admissions to residential care homes for older people. 116 new admissions of older people into residential care, 34 over the quarter 2 target of 82.

Outcome 5: One Council that listens and learns

Year Ahead Delivery Plan - Actions

<ul style="list-style-type: none"> 7% of actions are complete (1/14) 64% of actions are on track (9/14) 14% of actions are delayed by less than 3 months (2/14) 14% of actions are delayed by more than 3 months (2/14) 	
Actions complete	<ul style="list-style-type: none"> 8 Delivered the next phase of a staff and Elected Member learning and development programme to help embed a strengths-based approach – Elected Member training took place in November and for 80 staff members in July 2025. A community of practice has been established for staff.
Actions delayed (by less than 3 months)	<ul style="list-style-type: none"> 2 Implement a new IT system (Confirm) to improve the cleanliness of the borough – remaining service tasks, such as weed spraying, tractor activities, sport pitches and parks, will be implemented over the next few months due to the seasonal activities, all tasks to be live by April 2026. 7 Developing and launching a new Rotherham Plan for the Rotherham Together Partnership – Strategic Partnership Group agreed in July to commission the Chief Executive Officer Group to create a proposal, this was agreed by the Strategic Group in October and the new Plan is due to be endorsed by Cabinet in April and launched in May.
Actions significantly delayed (by more than 3 months)	<ul style="list-style-type: none"> 6 Refresh Equality, Diversity and Inclusion Strategy – renamed the Inclusion Strategy and delayed allowing for further consultation and analysis and given staff capacity, now due to be presented to Cabinet in February 2026. 13 Refresh of the Council's recruitment approach – delayed due to the current vacancy for the Head of Organisational Development and Change, plans are in place to recruit to this role so progress can continue.

Performance Measures

<ul style="list-style-type: none"> All performance measures are off target (3/3) 	
Measures off target	<ul style="list-style-type: none"> 3 Customer telephone wait time in the corporate contact centre to under 3 minutes. Wait times in Quarter 2 are longer than Quarter 1, due to a significant number of extra calls received regarding Garden Waste. There have also been several staff leaving the service for internal promotion to other departments temporarily reducing capacity. Staff vacancies are being filled to increase call handlers and the increase in calls due to Garden Waste issues have reduced significantly.

	<ul style="list-style-type: none"> • 4 Respond to 85% or above of complaints closed within timescales. Currently 3% below target. However, performance improved by 2% over the quarter and improved from Quarter 1. Current performance levels are predominantly being impacted by Housing Services, where Quarter 2 performance was 79%. • 5 Reduce the number of complaints relating to street cleaning, grounds maintenance and waste management to less than 190. The number of cumulative complaints for this year is currently at 187 against an annual target of less than 190, of which 162 relate to Waste Management. Waste Management complaints have been in reaction to the pausing of Garden Waste collection and also in relation to the Council Refund Policy.
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Appendix 3

PART B – Equality Analysis Form

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

This form:

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

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

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

1. Title	
Equality Analysis title: Council Plan and Year Ahead Delivery Plan Progress Update – Mid-Year Report for 2025/26.	
Date of Equality Analysis (EA): December 2025	
Directorate: Assistant Chief Executive	Service area: Policy, Performance and Intelligence
Lead Manager: Fiona Boden	Contact: fiona.boden@rotherham.gov.uk
Is this a: <input checked="checked" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other If other, please specify	

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

Name	Organisation	Role (e.g. service user, managers, service specialist)
Fiona Boden	Rotherham Metropolitan Borough Council	Head of Policy, Performance and Intelligence
Oscar Holden	Rotherham Metropolitan Borough Council	Corporate Improvement Officer
Chloe Harrop	Rotherham Metropolitan Borough Council	Corporate Improvement Officer

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

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

The Council Plan is a key document which sets out the Council's vision for the borough and priorities for serving residents and communities. This plan provides the medium-term basis for targeting resources, informing the budget-setting process and planning cycles, and ensuring that residents can hold the Council to account for delivery. The plan will run until the end of March 2030.

The Year Ahead Delivery Plan sits alongside the Council Plan. To ensure delivery of the Council Plan, the annual Year Ahead Delivery Plan will run until the end of March 2026 and was agreed by Cabinet in May 2025. This is the first of two progress reports to Cabinet for the 2025-26 financial year.

The report focuses on progress made in delivering the 89 priority actions and the 27 headline performance measures contained within the Year Ahead Delivery Plan that best demonstrate progress in achieving the 17 priorities outlined within the Council Plan. It also brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate our impact.

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

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

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

Population

- Population estimates indicate that the borough is becoming increasingly diverse through international migration, from other EU countries. Based on the 2021 census, the proportion of residents from ethnic minority communities increased from 8.1% in 2011 to 11.7% in 2021. The Pakistani community is the second largest ethnic group in Rotherham after White British, with 3.8% of residents in 2021 and 6.3% of school pupils in 2023.

- Rotherham's ethnic minority population is very concentrated in the inner areas of the town (in Boston Castle/Rotherham East and Rotherham West wards 63.3% of residents are from ethnic minority communities) whilst the outer areas were 95.3% White British in 2021.
- The population is ageing; Rotherham has 52,228 people aged 65 years or over or 19.6% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.

Economy

- Rotherham has a polarised geography of deprivation and affluence, with the most deprived communities concentrated in the central area, whilst the most affluent areas are to the south, although the overall pattern is complex.
- Based on research from End Child Poverty, 31% of Rotherham children were living in poverty in 2023/24. This is the same as the national average, and a slight increase on the 2022/23 figure of 30.3%
- The inequality in the pay gap between men and women is substantial. According to the 2023 ONS Annual Survey of Hours and Earnings, full-time male workers in Rotherham earn £8,881 more than full-time female workers, on average (median gross annual full time pay). This means women's pay in Rotherham is only 75% of men's pay, compared with 85% nationally.
- In the consultation for the Council Plan conducted in 2025, 86% of respondents stated that the Council should create more job opportunities in their area as opposed to 12% who favoured making cuts to services that connect people with job opportunities.

Health and wellbeing

- According to the Census, Rotherham had 56,177 people with a limiting long-term health problem or disability in 2021, with 9.8% saying this limits their activity a lot, compared with the average of 7.3% in England. Although there have been health improvements, health inequalities remain.
- Health inequalities are also significant, both between the borough and the national average and between the most and least deprived communities in Rotherham. In addition to these factors, the COVID-19 pandemic exacerbated existing inequalities, with the most disadvantaged communities being impacted the most.

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

Resident Satisfaction Survey

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

- **Satisfaction with Local Area as a Place to Live** – 75% of respondents reported feeling 'very satisfied' or 'fairly satisfied' with their local area as a place to live. This is the same as the national average (75%).
- **Satisfaction with Rotherham as a Place to Live** – 66% of respondents said that, overall, they were 'very' or 'fairly' satisfied. This was above the average across all the previous surveys (61.5%), although there has been considerable fluctuation between waves. Respondents aged 18-24 were most likely to feel satisfied with Rotherham as a place to live, with 74% satisfied. Respondents aged 25-34 had the lowest level of satisfaction with Rotherham as a place to live, with only 52% satisfied. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 45-54.
- **Feelings of Safety** – 85% of respondents in Rotherham said they felt 'very safe' or 'fairly safe' during the day when outside in their local area (lower than the figures observed nationally at 91%). Feelings of safety in the local area after dark were (57%) compared to

the national average (71%). There was a significant gender difference in feelings of safety after dark – 62% of men but only 54% of women said they felt ‘very safe’ or ‘fairly safe’.

- **Feelings of Optimism** – 53% of respondents reported feeling ‘very optimistic’ or ‘fairly optimistic’ about the future of Rotherham as a place to live, slightly below the 54% average across all surveys. Younger respondents (aged 18-24) were the most likely to be optimistic about the future of Rotherham as a place to live (70%) and women are more optimistic than men overall. Fewer respondents felt optimistic about the future of Rotherham Town Centre either ‘very optimistic’ or ‘fairly optimistic’. 35% of respondents were not optimistic at all about the town centre. The cohort most optimistic about the future of Rotherham town centre were young people aged 18-24 (46%), whereas people aged 55-64 were most likely to not be optimistic.
- **Keeping Residents Informed** – 45% of Rotherham respondents said that the Council keeps residents ‘very well’ or ‘fairly well’ informed about the services and benefits it provides. This is below the most recent national result (52%) and below the average percentage across all Rotherham surveys (50%). Younger respondents (aged 18-24) and older respondents (65+) were the cohorts most likely to think that the Council keeps residents well informed. It should be noted that this measure covers not only corporate communications but could also refer to face to face or any other types of council touchpoint that the customer experiences.
- **Responsiveness of Rotherham MBC** – 52% of respondents in Rotherham answered positively when asked about the extent to which RMBC acts on the concerns of residents (i.e. ‘a great deal’ or ‘a fair amount’). This is the highest response across all surveys and similar than the national average (47%). Respondents aged 25-34 were most likely to think that the Council acts on the concerns of residents (60% responded positively) whilst those aged 55-64 were least likely to have this view.
- **Provisions of Values for Money** – 38% of Rotherham residents agreed that the Council provides value for money, an increase from the previous year (36%). This is the same percentage as the national figures (38%) and the first time that Rotherham and national data have aligned on this measure.

Year Ahead Delivery Plan

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

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

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

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

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

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

As part of this monitoring process, services are required to specifically set out progress on the delivery of equalities, diversity and inclusion outcomes for each individual action in the Year Ahead Delivery Plan. These updates are reviewed and challenged as part of the monitoring process. They are reported as part of the internal monitoring and are also used to inform the public monitoring reports.

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

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

To help inform the priorities and actions in the Council Plan, various consultation exercises took place between September and November 2024. There were 1,963 interactions across all engagement methods. The consultation was part of an ongoing dialogue between the Council and members of the public.

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

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

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

Some performance measures are based on customer perceptions of the quality of the service received.

<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Engagement with staff was undertaken through directorates with regards to the progress made on actions/milestones that applied to them and identifying actions for the Year Ahead Delivery Plan for 2025-26. Staff also provided performance data and contributed to the gathering of case studies used in this report.</p> <p>Throughout the development of the report, Cabinet Members are briefed.</p> <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:

- An economy that works for everyone
- Residents live well.

Residents live well encompasses the Council's priority to tackle inequality, striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. This will be done by striving to achieve the best outcomes for local people, local residents are involved in the things that matter to them and services are designed based on input from those who use them as well as tangible outputs such as the quality of homes and health and wellbeing of residents. To complement this approach, an economy that works for everyone ensures that it connects residents to opportunity, providing work, education and financial opportunities in an inclusive manner than meets the needs of its population.

There is also a priority focussed on helping people to feel safe in their community within the 'places are thriving, safe and clean' outcome. This will involve providing support to our communities at a level that is proportionate to the degree of need and taking a universal approach where appropriate whilst also providing targeted support to those who need it the most.

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

- Better customer experience
- Working in partnership with our communities.

The Council's commitment to place all customers at the heart of service delivery includes a strengthened approach to equalities and inclusivity. This will involve working with services and partners to promote equality, celebrate diversity and ensure fairness for everyone. The commitment to work in partnerships with our communities embodies our commitment to utilising a strengths-based approach to improve the council's response to diverse customer needs, by bringing a more differentiated understanding of equality and diversity considerations and barriers.

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

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

Places are thriving, safe and clean

Activities in this area are aimed at creating neighbourhoods where people feel safe, proud, and connected, while ensuring public spaces are well maintained and vibrant. The priorities of helping people to feel safe in their community, creative vibrant communities, better public spaces and revitalising the town centre are for the benefit of all residents regardless of protected characteristics. Residents, organisations and businesses are encouraged and enabled to use their skills and resources to help others.

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

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

- Launch the Street Safe Team, providing a visible presence of uniformed staff in the town centre, Dinnington, Wath, Maltby and Swinton. An Equality Analysis was completed to seek to recruit a diverse workforce and equality training is set to form part of induction process.
- Agree a new Community Safety Strategy for 2025-2028. A full equality analysis has been completed as part of the strategy development and was submitted to the Safer Rotherham Partnership Board on 15 April 2025.
- Tackle hate crime incidents and the drivers of hate crime through the delivery of education and engagement group and individual sessions: 600 children and young people to attend group sessions, 55 one to one sessions.
- Delivery of ward plans through ward reports being reported to Council from July 2025, which have been informed by local communities.
- Delivery of ward plans through ward reports being reported to Council from July 2025, which have been informed by local communities. Ward profiles and census data (including details of communities with protected characteristics) have informed the development of ward plans. Ongoing conversations with Rotherham's communities have identified and recognised their strengths, understood what is important to them and jointly agreed how to tackle those priorities, including the delivery of integrated, accessible, and responsive services that meet diverse needs.
- Refresh the Thriving Neighbourhood Strategy which will reflect the Council's continued approach towards working with local communities and the further integration of locality-based services.
- Deliver cultural events in varied locations throughout the borough, including such events as: Rotherham Show, Signals Festival, Uplift, WoW Rotherham, Christmas Lights' Switch On, Support for ward-based community galas and festivals. There is a year-round

programme of events which is underpinned by a series of programming principles which ensure events are accessible, representative of their communities and inclusive to all. This is achieved through measures including: BSL interpreters for spoken word events and talks, ramp access for performance stages, ensuring representation in the creative programme, creative partnerships with target groups such as SENSE to deliver SEND provision at events, REMA to engage a more diverse range of communities for Rotherham Show and specific targeting of women, girls, trans and non-binary communities at WOW Rotherham.

- Support communities across the borough through the delivery of Community Cohesion Grant fund. The grant programme will work in an inter-cultural manner, providing the opportunity for people from diverse backgrounds to mix, meaning groups must seek to work out-with traditional boundaries. Communities that are particularly susceptible to extremist messaging will be a strong focus of the funding, to ensure that it addresses the priorities.

An economy that works for everyone

Aims for this theme include developing the economy, enhancing skills, and connecting people to opportunities.

Contributing to these aims are a range of regeneration projects for businesses in Rotherham, supporting residents to gain skills and enhance their employment prospects, and the creation of more working opportunities for residents.

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

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

- Adoption of Employment and Skills Strategy. An Equality Impact Assessment (EIA) was completed and submitted alongside the Cabinet Report which was approved at Cabinet in Quarter 2.
- Through the Employment Solutions Service, support a minimum of 455 people to access employment, (including training, education, apprenticeships, and paid employment). The Employment Solutions team will engage with vulnerable and socially excluded customers to access training and employment opportunities. This will include cohorts from ethnic minorities, disabled, and special educational needs.
- Develop and implement an apprenticeship action plan that documents the work with partners to develop more apprenticeships across the borough. Consideration will be given to how apprentices from underrepresented communities and demographics can be encouraged to take on apprenticeships.
- Support 25 young people aged 16-25 into paid employment through traineeships and internships as part of the Children's Capital of Culture Programme. This programme is supported with an Equalities Impact Assessment, which focuses on ensuring that opportunities can be accessed by more marginalised groups including working with care experienced young people to provide pathways into employment.
- Implement an Economic Inactivity Trailblazer, providing a new system of support to economically inactive residents to re-enter the workforce. The Trailblazer programme includes a range of named cohorts, who are economically inactive and furthest from the labour market, in the specifications for delivery of engagement and personalised support activity, ensuring they are targeted for support.

- Complete delivery of Phase 2 of the Rotherham Together Partnership's Social Value Action Plan. The social value action plans developed by the Rotherham Together Partners are intended to advance Social Value through procurement across the partnership, supporting more residents into work opportunities – upskilling, new jobs, or apprenticeships as part of a more inclusive economy. VCSE organisations who often represent those with protected characteristics may also benefit from more Social Value commitments in contracts through mentoring and support from larger private sector contractors.
- Develop and deliver a programme of work experience, supported internships, apprentices and graduate schemes to ensure effective career pathways and succession planning. The programme is being reviewed on an ongoing basis with equalities information collected from those participating so consideration can be given to how best to support and encourage those from underrepresented communities and demographics.

Children and young people achieve

Actions under this theme are aimed at ensuring that children and young people have fun things to do, enabling children and young people to thrive, and keeping children and young people safe from harm.

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

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

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

- Work with children and young people across the borough to deliver events throughout the 2025 Festival Year, celebrating Rotherham becoming the world's first Children's Capital of Culture. The CCoC programme is underpinned by an Equalities Impact Assessment which seeks to ensure representation, access, and inclusion across the programme.
- Submit a bid to the Football Foundation in support of a new multi-use games area in the borough. An Equalities Impact Assessment will identify ways to ensure that this new facility is accessible, recognising the needs of women and girls, disabled people, and low-income families.
- Provide food vouchers to children eligible for free school meals during the school holidays, in line with the package of measures agreed through the Household Support Fund. Free School Meals are means tested and a targeted level of support for pupils from low socio-economic background. Schools provide support to families to ensure all eligible families can access this entitlement. An Equality Screening Assessment was also completed as part of the Cabinet report and budget monitoring arrangements in place for this funding.
- Complete building work on the Special Educational Needs and Disability centre at Eric Manns and hand over to the Rotherham Parents Carers Forum. To finalise and complete the works to the Eric Manns Building. This includes providing adequate meeting and office space that will assist in the Parent Carers Forum and the Council working in Partnership and delivering positive outcomes for young people and their families.
- Deliver Independent Travel Training to at least 30 children and young people to increase independence, through the new Home to School Transport Policy. Independent Travel

Training is a programme specifically designed to promote independence and preparation for adulthood by supporting individuals with specialist education needs, often due to disability.

- Support 27 Rotherham secondary schools and colleges, to enhance their careers provision. Consultation on the project is the responsibility of SYMCA, who run the Careers Hub for the whole of South Yorkshire.
- Implement a new education case management system. An effective education system will provide support to identified cohorts to have enhanced education opportunities and provide support in order that all children and young people have the strongest possible preparation for Adulthood.
- Provide the remaining planned children's in-house residential homes to meet the needs of Rotherham children in care and help make sure they stay in the borough. Including submitting for a third, fourth, fifth, and sixth two-bedroom home. When developing homes for our children and making decisions their heritage, ethnicity and socio-economic background is always considered.
- Plan the implementation of the Families First Partnership Programme and the Family Help Strategy; undertake a comprehensive needs analysis and revise the threshold document. When developing our Family Help strategy for 2024-2029 the Council considered children and their heritage, ethnicity, and socio-economic background.
- Publish a No Family Left Behind (*Rotherham's Commitment to Addressing Child Poverty*) Strategy, championing initiatives and aligning stakeholders to address child poverty. The Child Poverty rate in Rotherham is 31% (2023/24). The wards with the highest number of children living in relative low-income families are Rotherham East Ward (2,445), Boston Castle Ward (1,614 and Rotherham West Ward (1,418). Harnessing resources to prevent and reduce the impact of poverty will improve the life chances and experiences of children affected.

Residents live well

Actions in this area are aimed at supporting better physical and mental wellbeing, assisting people to live independently, safe, and well, and to provide good quality, affordable homes for all.

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

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

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

- Commission an Active Hub to establish referral support for people with long-term health conditions to access physical activity opportunities. The Active Hub has been established to support those with the opportunity to benefit clinically from physical activity. Once established the hub will monitor referrals and access.
- Launch a specialised support service for people who have attempted suicide. Service to focus on those who have attempted suicide and will increase local understanding of the risks to inform wider suicide prevention approaches.
- Complete the building work for Castle View Day Service which will provide new day opportunities for people with high support needs. The design of the service will be co-

produced with people with lived experience through engagement events. Engagement events have already started through the early part of 2025 and will continue as the build progresses.

- Deliver the Rothercare analogue to digital switchover for over 5,000 residents. A full Equality Impact Assessment has been completed to ensure people with care and support needs can continue to utilise Rothercare post the digital switchover. A full Equality Impact Assessment has been completed to ensure people with care and support needs can continue to utilise Rothercare post the digital switchover.
- Launch a new technology service that will provide a broader range of equipment to enable people to remain living at home for as long as possible. An Equality Impact Assessment has been completed to ensure the new technology partner can meet the individual care and support needs of residents. The service will be fully operational during late 2025.
- Agree an updated Domestic Abuse Strategy to continue to improve the support available to victims and the actions taken to address perpetrators of violence and abuse. Domestic abuse causes isolation and exclusion, and by tackling domestic abuse, the well-being and life chances of victims and survivors is improved. Equality monitoring of DA services ensures that any barriers to access and engagement in services experienced by people from protected characteristic groups is identified and remedial actions taken. A new Equality Analysis will be prepared to go alongside the Cabinet report.
- Deliver the Learning Disability Strategy priorities for 2025, which will include a new transition pathway for young people preparing for adulthood, increasing the number of young people accessing employment opportunities and embedding the voice of the young person in their care and support journey. The delivery of the milestones within the strategy are being co-produced with people with lived experience. An Equality Impact Assessment was also progressed as part of the strategy's development.
- Deliver the Council's Local Council Tax Support Top Up scheme, providing up to £126 to working households in receipt of council tax support. Access to the scheme is governed by the Council's approved Local Council Tax Support Scheme which was approved by Cabinet with its own EIA. The scheme is open to those residents who are financially vulnerable and due to the criteria outlined in the Council's Local Council Tax Support policy are eligible for support.
- Agree a new Housing Allocations Policy. All council homes must receive a stock condition survey as soon as possible.

One Council that listens and learns

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

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

- Refresh the Council's Equality, Diversity, and Inclusion Strategy and produce the accompanying Annual Report. In refreshing the Council's EDI strategy, the Council will fulfil its objective under the equality act to review its EDI objectives every three years.
- Embed the Rotherham Adult Social Care Always Listening Co-Production Board (RASCAL) within the approach to change across adult social care. A newsletter for the Board to residents launched in February 2025 to attract new members and regular updates will be provided to residents on the work of the board, opportunities to engage and areas of engagement that residents can be a part of during 2025.

- Co-design a new look tenant engagement framework that strengthens tenant influence in Rotherham and empowers tenants to effectively shape council housing services and enhance their neighbourhoods.
- Refresh the recruitment approach through engagement with our communities and modern recruitment methods, including jobs fairs and partnership working, to ensure the attraction of applicants who are representative of the communities we serve. Support changes to the workforce profile through the recruitment and selection process.
- Deliver 10 engagement events with education establishments and communities to improve awareness and promote the benefits of renewables, carbon reduction, energy management and green skills and jobs. Engagement events within communities will be undertaken on a hyperlocal scale. Materials are largely third party e.g., green doctor support services but information provided but the Council will be assessed to ensure accessibility.

The Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops, and retains staff from different sections of the community. There will also be targeted work with the Young Employees Network to recruit young people, as well as with the BME network to address recruitment barriers facing this group. This work will help to provide a rich source of knowledge on how the Council can promote being an inclusive employer, along with other insights on attracting applicants and work to strengthen partnerships with local universities and colleges to ensure active promotion of local government careers and Rotherham in particular.

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

No problems or barriers have been identified or flagged as part of the reporting process.

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

Yes, as detailed above.

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

No negative impacts expected – any targeted activities are based on known needs and vulnerabilities.

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

5. Summary of findings and Equality Analysis Action Plan

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

Title of analysis: Council Plan and Year Ahead Delivery Plan Progress Update – Mid-Year Report for 2025/26.
Directorate and service area: Assistant Chief Executive, Policy, Performance and Intelligence
Lead Manager: Fiona Boden
Summary of findings:
<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
Judith Badger	Strategic Director of Finance and Customer Services	
Cllr Chris Read	Leader of the Council	

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given.	
If this Equality Analysis relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision a copy of the completed document should be attached as an appendix and published alongside the relevant report.	
A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	8 December 2025
Report title and date	Council Plan and Year Ahead Delivery Plan Progress Update – Mid-Year Report for 2025/26. Cabinet 19 January 2026
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	8 December 2025

Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified:			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across the Borough as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	None	<p>The Council is investing £300k in community facilities across the borough to sustain and increase the participation, activities and engagement within them. This includes the Black Hut and Oaklea Retreat.</p> <p>Development of a full business case for the procurement and delivery of a Local Area Energy Plan for Rotherham, including a review of potential external funding opportunities will see further carbon impacts through scheme set up and implementation.</p>	Supporting up to 20 businesses to improve shop units in the town centre and on other principal high streets through the new 'shop units grants' programme will incur carbon emissions due to construction processes.	<p>See actions outlined in the previous column.</p> <p>The YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions.</p> <p>The Council will install two solar (PV) panels on five town centre properties (Tom Burgess House, Arthur Wharton House, Elizabeth House, Portland House; Millford) to provide a revenue income or saving, funded by the Decarbonisation Recycle Fund.</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>
Emissions from transport?	None	A Fleet Replacement Plan has been developed, and a fleet programme officer has been appointed. The procurement of all vehicles is due to be completed within this financial year.	Work has continued with South Yorkshire Mayoral Combined Authority regarding the development of the Transforming Cities Fund programme, including the Magna Tram Train project. The Strategic Case for the Mainline Station Project is	<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</p>	<p>Approaches to monitoring vehicle usage, emissions, and fuel efficiency.</p> <p>Carbon Impact Assessments required for all cabinet reports.</p>

		Supporting the Employment Solutions Service, to help a minimum of 455 people to access employment will result in an increase of carbon emissions related to commuting and job industry emissions.	<p>expected to be completed by Quarter 3 of 2025/26. 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>Council's Home to School transport services. This initiative is promoting more sustainable travel and transport solutions.</p> <p>Work has begun with South Yorkshire Mayoral Combined Authority to progress the next phase of the public EV infrastructure strategy and identify an external funding source. The YADP for 2025-26 includes actions which will contribute to reducing carbon emissions.</p>	Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.
Emissions from waste, or the quantity of waste itself?	None	The proportion of waste sent for reuse (recycling and composting) as of Quarter 2 is 45.12% against the target of 45%. This is slightly above the target for the year however, the data is provisional, the finalised recycling rate figures are based on the three months previous. This is just the percentage of kerbside waste that is collected for recycling, not overall recycling rates.	There may also be increased waste generated as part of construction schemes though it is not currently possible to quantify this.	<p>See actions outlined in previous column.</p> <p>The YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions.</p>	<p>Improved information and data to take further action in reducing waste, improving recycling rates and reducing contamination.</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>
Emissions from housing and domestic buildings?	None	Plans to bring at least 30 long term empty homes back into use through Council support	The Council is continuing to deliver on its commitment to deliver 75 new homes through acquisition either from the private sector or housebuilders	The amount of council housing with an energy performance certificate (EPC) rated C is 60.6% which has exceeded its	Establish housing stock emission baselines, consolidating the available intelligence and gathering further data as required,

		<p>Will increase Carbon emissions through having an increased number of domestic properties in use throughout the borough.</p> <p>Plans to expand the Council's temporary accommodation portfolio to at least 173 homes will also increase emissions through having a higher number of domestic properties in use throughout the borough.</p> <p>The commitment to provide the remaining planned children's in-house residential homes to meet the needs of Rotherham children in care and help make sure they stay in the borough will see a third, fourth, fifth and sixth two-bedroom homes registered for construction which will have a carbon impact in the near future.</p>	<p>with 40 already having been acquired. These houses will imply an increase in emissions from domestic buildings, however in the case of buildings being taken up by existing residents this may not be significantly different to current domestic emissions from those residents. including:</p> <ul style="list-style-type: none"> • Under-floor heating – improves the efficiency of the ASHP system and internal space standards on the ground floor. • Solar photo-voltaic panels (PV) – reduces carbon emissions by allowing the homes to self-generate energy and can thereby help reduce energy bills for occupiers. • Mechanical ventilation and heat recovery (MVHR) – improves the efficiency of the ASHP system by allowing air to be recirculated within the dwelling. MVHR can also improve internal air quality, reduce condensation, and help to manage over-heating. 	<p>target of 50%. A programme is being developed to deliver the warmer homes funding to improve energy efficiency of circa 996 properties over the next three years.</p> <p>The YADP for 2025-26 includes new actions which will contribute to reducing carbon emissions such as housing and transport schemes.</p>	<p>using existing data on council-owned housing stock, and developing intelligence on the wider housing stock across the Borough.</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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			Additional airtightness works – reduce heat loss.		
Emissions from construction and/or development?	None	<p>Plans for large scale developments and improvements, such as the Our Places Fund programmes may all have significant effects on carbon emissions.</p> <p>The delivery of our ambitious Council Homes Programme will see new build projects completed in Warden Street in Cankow, Princess Street and Albert Road, the Former Ship Inn Site in Swinton, Maltby, Eastwood, Wath, and on the former Albert Club in West Melton.</p> <p>Completing the building work for Castle View Day Service will ensure increased carbon emissions through construction.</p> <p>Completing the building work on the Special Educational Needs and Disability centre at Eric Manns and hand over to the Rotherham Parents Carers Forum will have a</p>	The works detailed in the previous column will increase overall borough emissions.	<p>Introduction of further SPDs (supplementary planning documents) relevant to climate change – SPDs can elaborate on Local Plan policies, giving developers additional technical guidance, speeding up applications and resulting in better quality development for the community and environment.</p> <p>A full business case is being developed for the procurement and delivery of a Local Area Energy Plan for Rotherham, including a review of potential external funding opportunities. See actions outlined in previous two columns.</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>Future Council Plan/YADP progress reports to Cabinet will include an updated CIA.</p>

		<p>carbon impact because of the construction.</p> <p>The submission of a bid to the Football Foundation in support of a new multi-use games area in the borough will require construction and land redevelopment if successful and will have a carbon impact.</p> <p>The improvement of 4 play areas as part of the Children's Playground Programme will have a carbon impact due to the ongoing construction required.</p> <p>Completing development of plans to RIBA Stage 1 for the next phase of major housing in the town centre and submit ting the 'Regeneration Plan' in response to the Government's new grant fund 'Plan for Neighbourhoods' (formally known as Long Term Plan for Towns) will both incur construction and related emissions impact.</p> <p>Completing landscaping works to the pocket park at</p>			
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		<p>Snail Yard will result in redevelopment later and include redevelopment and related carbon emissions.</p> <p>The Whiston Brook, Eel Mires Dyke and Kilnhurst, and Catcliffe Flood Alleviation Schemes will generate redevelopment carbon emissions.</p> <p>The redevelopment works at Rother Valley Country Park will generate redevelopment carbon emissions.</p> <p>Investment of £2 million into footway improvements across the borough to deliver 11km of footway repairs will incur construction emissions.</p> <p>The demolition of Wath library to make way for new facilities will incur construction carbon emissions.</p> <p>Implementation of Phase 1 of the Our Places Fund by starting work on the Swinton & Maltby schemes will incur construction carbon emissions.</p>			
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Carbon capture (e.g. through trees)?	None	At least 500 trees will be planted across the borough by the end of the 2025/16 financial year.	<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>Deliver 10 engagement events with education establishments and communities to improve awareness and promote the benefits of renewables, carbon reduction, energy management and green skills and jobs.</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>
<p>Identify any emissions impacts associated with this decision which have not been covered by the above fields:</p> <p>25 ward plans produced and are informed by local communities, many of these include priorities to improve the local environment and tackle climate change.</p> <p>The Climate Emergency Annual Report was presented to Cabinet in February 2025.</p> <p>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.</p> <p>Climate Change and reducing emissions has been considered when developing the new Council Plan for 2025-30.</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?

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

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

Given that this is a progress report, and implies no direct recommendations or decisions, there are no relevant direct emission impacts to consider. Where progress on certain actions has implied a specific definable impact on emissions, this has been included indicatively and an overall likely impact provided. The majority of larger schemes will have had separate climate impact assessments undertaken as part of their approval process.

Supporting information:

Climate Impact Assessment Author	Fiona Boden Head of Policy, Performance and Intelligence Policy, Performance and Business Intelligence ACEX
Please outline any research, data or information used to complete this Climate Impact Assessment.	Directorate Year Ahead Delivery Plan trackers and Performance Data for Quarter 1 and 2 2025/26.
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	
Validation	Tracking Reference: CIA 567 Louise Preston Climate Change Manager

Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

November 2025/26 Financial Monitoring Report

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

Yes

Executive Director Approving Submission of the Report

Judith Badger, Executive Director of Corporate Services

Report Author(s)

Rob Mahon, Service Director – Financial Services
01709 254518 or rob.mahon@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

The report sets out the financial position as at the end of November 2025 and forecast for the remainder of the financial year, based on actual costs and income for the first eight months of 2025/26. Financial performance is a key element within the assessment of the Council's overall performance framework and is essential to achievement of the objectives within the Council's policy agenda. To that end, this is the fourth financial monitoring report of a series of reports for the current financial year which will continue to be brought forward to Cabinet on a regular basis.

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

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

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

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

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

Recommendations

That Cabinet:

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

List of Appendices Included

Appendix 1 Equalities Impact Assessment
Appendix 2 Carbon Impact Assessment

Background Papers

Budget and Council Tax 2025/26 Report to Council on 5th March 2025
Budget Monitoring, May 2025 to Cabinet July 2025
Budget Monitoring, July 2025 to Cabinet September 2025
Budget Monitoring, September 2025 to Cabinet November 2025

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

November 2025/26 Financial Monitoring Report

1. Background

- 1.1 As part of its performance and control framework the Council is required to produce regular and timely reports for the Strategic Leadership Team and Cabinet to keep them informed of financial performance so that, where necessary, actions can be agreed and implemented to bring expenditure in line with the approved budget for the financial year.
- 1.2 Delivery of the Council's Revenue Budget, Medium Term Financial Strategy (MTFS) and Capital Programme within the parameters agreed by Council is essential if the Council's objectives are to be achieved. Financial performance is a key element within the assessment of the Council's overall performance framework.
- 1.3 This report is the fourth in a series of financial monitoring reports to Cabinet for 2025/26, setting out the projected year end revenue budget financial position in light of actual costs and income for the first eight months of the financial year.

2. Key Issues

- 2.1 Table 1 below shows, by directorate, the summary forecast revenue outturn position.

Table 1: Forecast Revenue Outturn 2025/26 as at November 2025

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

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

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

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

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

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

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

Table 3: Delivery of Agreed Savings

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- 2.12.1 The directorate is currently forecasting an overall underspend of £673k. Robust budget management and additional income generation in Building Cleaning are offsetting pressures across the wider directorate.
- 2.12.2 Property and Facilities Services (PFS) is forecast to be underspent by £0.3m. There is an underspend of £1.1m within Cleaning as income is greater than budgeted and, following a review of work underway, the Building Consultancy service is expected to exceed its income budget by £1.6m. This is largely offset by Facilities Management's £1.4m overspend due to assorted building costs, mostly repairs and maintenance, being above budget. There is also a £0.5m overspend within the Catering Service and £0.4m in Asset Management due to income under-recovery.
- 2.12.3 Within Customer, Information and Digital Services, activity is ongoing to minimise the impact of increased postage costs. Recruitment challenges are creating a temporary cost reduction, which is offset by over-recruitment within Customer Services contact centre to help manage the difficulties caused by high staff turnover and service demand in this area, that impacts on call waiting times.
- 2.12.4 Legal Services faces ongoing demand for legal support with child protection hearings and court case costs relating to Looked After Children. Ongoing difficulties in recruiting to key posts are currently resulting in the extended use of locum solicitors and external suppliers. However, the number of cases remains volatile and will continue to be monitored closely, along with an internal development programme for trainee solicitors.
- 2.12.5 A piece of work to review the Schools' PFI contract is underway. Improvements have been made in how the Council manages these contracts, but there is further work to do.

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

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

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

- 2.14.1 Central Services has a £5.3m forecast underspend, reflecting use of the Social Care Contingency set aside when the Budget was approved and the net impact of the Local Government Pay Award and additional Treasury Management savings.
- 2.14.2 There continue to be significant financial challenges as a result of increased market costs causing pressure on the Council's inflation budgets and the impact of the 2025/26 Local Government Pay Award. Ongoing uncertainty in the global and UK economy remains a significant budget risk.

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

2.14.4 The Central Services budgets are made up of a number of corporate budgets for levies and charges such as the Integrated Transport Levy (ITA), PFI Financing, and Treasury Management. A list of the main budget areas within Central Services was provided as part of the Council's Budget and Council Tax Report 2025/26, approved at Council on 5th March 2025. The costs within this area are largely fixed costs, set out prior to the start of a financial year, not specific to a particular Directorate and are therefore not controllable by the directorates and thus held centrally.

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

2.15.1 The Housing Revenue Account is a statutory ring-fenced account that the Council has to maintain in respect of the income and expenditure incurred in relation to its council dwellings and associated assets. The HRA is currently forecast to underspend by £600k in the year due to reduced energy costs and higher rental income than forecast. This has increased by £400k in the period.

2.16 **Capital Programme Update**

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

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

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

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

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

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

2.16.4 New grant funded schemes are added to the Capital Programme on an ongoing basis in accordance with the Financial and Procurement Procedure Rules. Grant schemes added or reduced since the September Cabinet report are listed below:

Table 5: New Grant/HRA funded Schemes added to the programme

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

Regeneration and Environment		
Pathfinder – Templeborough Regeneration	0	0.178
City Region Sustainable Transport Settlements (CRSTS) <ul style="list-style-type: none"> • Sustainable Transport, Bus Service Improvements. • Sustainable Transport, A6109 Meadowbank Road. • Sustainable Transport, Wath. • Sustainable Transport, College Road. • Sustainable Transport, Fenton Road. • Sustainable Transport, various schemes. 	0.056	1.473
Section 106 Connectivity funds (unallocated)	0.002	0
SYMCA Active travel funds – Hummingbird Walk crossing.	0.030	0.320
Lawn Tennis Association – Rosehill Park tennis court	0	0.072
Lawn Tennis Association – Herringthorpe Park tennis court	0	0.074
Todwick Parish Council – CCTV upgrades	0.015	0
Section 106 – Morthern Road	0.054	0
Total	1.755	10.867

2.17 Capital Programme Variations

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

2.18 MCA Approvals

- 2.18.1 The South Yorkshire Mayoral Combined Authority (SYMCA) acts as accountable body for a number of different Government funding streams and as the accountable body for Gainshare. New funding will be requested of £2.050m through SYMCA Gainshare funding to support further work on the gateway mainline station.

2.19 Capital Programme 2025/26 to 2028/29

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

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

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

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

2.20 Funding Position of capital programme 2025/26

Table 7: Funding of the Approved Capital Programme

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

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

2.21 Capital Receipts

- 2.21.1 To date General Fund useable capital receipts of £0.790m have been generated. Although loan repayments will be received during the financial year, these cannot be used to support the revenue budget as only those receipts by the disposal of property, plant and equipment can be used in that way.

Description	Total as at 30th November 2025
	£m
Miscellaneous	-0.025
Far Field Lane Wath upon Dearne	-0.765
Total Capital Receipts (Excluding loan repayments)	-0.790
Repayment of Loans	-0.015
Total Capital Receipts	-0.805

2.22 Capital Achievements

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

Ward Budgets

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

ICT Infrastructure

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

Community Safety and Street Scene

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

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

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

Culture Sport and Tourism

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

Planning, Regeneration and Transport

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

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

2.23 Updated 2025/26 Capital Budget vs Original Budget

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

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

3. Options considered and recommended proposal

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

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

4. Consultation on proposal

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

5. Timetable and Accountability for Implementing this Decision

- 5.1 Executive Directors, Managers and Budget Holders will ensure ongoing tight management and close scrutiny of spend this financial year.
- 5.2 Financial Monitoring reports are taken to Cabinet meetings during the year. The Financial Outturn report for 2025/26 will be taken to Cabinet in July 2026.

6. Financial and Procurement Advice and Implications

- 6.1 The Council's overspend position is detailed within the report along with the estimated impact of current financial pressures from inflation and increases in demand. This position continues to be monitored closely. Control over spending remains critical to both maintaining the robust Reserves Strategy and Medium-Term Financial Strategy.
- 6.2 An update on the Council's Medium Term Financial Strategy has been provided to Cabinet in November 2025. This provided a more detailed update on the Council's Medium Term Financial Planning factoring in the impact of the current year financial pressures and the longer-term impacts on the MTFS and reserves strategy.
- 6.3 There are no direct procurement implications arising from the recommendations detailed in this report. Project specific implications have been addressed in the Key Issues section.

7. Legal Advice and Implications

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

8. Human Resources Advice and Implications

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

9. Implications for Children and Young People and Vulnerable Adults

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

10. Equalities and Human Rights Advice and Implications

- 10.1 This is a finance update report providing a review of current progress to date on the Council's revenue and capital budgets. Any equalities and human rights impacts from

service delivery have been or will be detailed as service budgets are pulled together for inclusion within the Council's revenue budget or capital programme. The Equality Impact Assessment is attached as Appendix 1 to the report.

11 Implications for CO2 Emissions and Climate Change

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

12. Implications for Partners

- 12.1 At a time of economic difficulty and tight financial constraints, managing spend in line with the Council's budget is paramount. Careful scrutiny of expenditure and income across all services and close budget monitoring therefore remain a top priority if the Council is to deliver both its annual and medium-term financial plans while sustaining its overall financial resilience

13. Accountable Officers

Rob Mahon, Service Director – Financial Services

Approvals obtained on behalf of Statutory Officers:-

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

Report Author: Rob Mahon, Service Director – Financial Services

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

Initial Equality Screening Assessment (Part A)

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

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

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an equality analysis.

Directorate: Finance and Customer Services	Service area: Finance
Lead person: Rob Mahon	Contact number: 01709 254518

1. Title:

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

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

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

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

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

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

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

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

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

3. Relevance to equality and diversity

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

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

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

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

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

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

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

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

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals prior to carrying out an **Equality Analysis**.

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

Please provide specific details for all three areas below and use the prompts for guidance.

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

N/A

- **Key findings**

N/A

- **Actions**

N/A

Date to scope and plan your Equality Analysis:

n/a

Date to complete your Equality Analysis:

n/a

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

n/a

5. Governance, ownership and approval

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

Name	Job title	Date
Rob Mahon	Assistant Director Financial Services	

6. Publishing

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

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

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record

keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date screening completed	
Report title and date	November 2025/26 Financial Monitoring Report To Cabinet 19 th January 2026
If relates to a Key Delegated Decision, Executive Board, Council or a Significant Operational Decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified:			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across the Borough as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	None				
Emissions from transport?	None				
Emissions from waste, or the quantity of waste itself?	None				
Emissions from housing and domestic buildings?	None				
Emissions from construction and/or development?	None				
Carbon capture (e.g. through trees)?	None				

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

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

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

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

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

As this report is a financial update on previous events, updates on levels of funding moving forwards and doesn't approve anything directly to happen, it does not have any carbon implications.

Supporting information:

Climate Impact Assessment Author	Nikki Kelly Finance Manager (Corporate Finance) Financial Services Finance and Customer Services
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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
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Validation	Tracking Reference: CIA574 Louise Preston Climate Change Manager
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MTFS Update

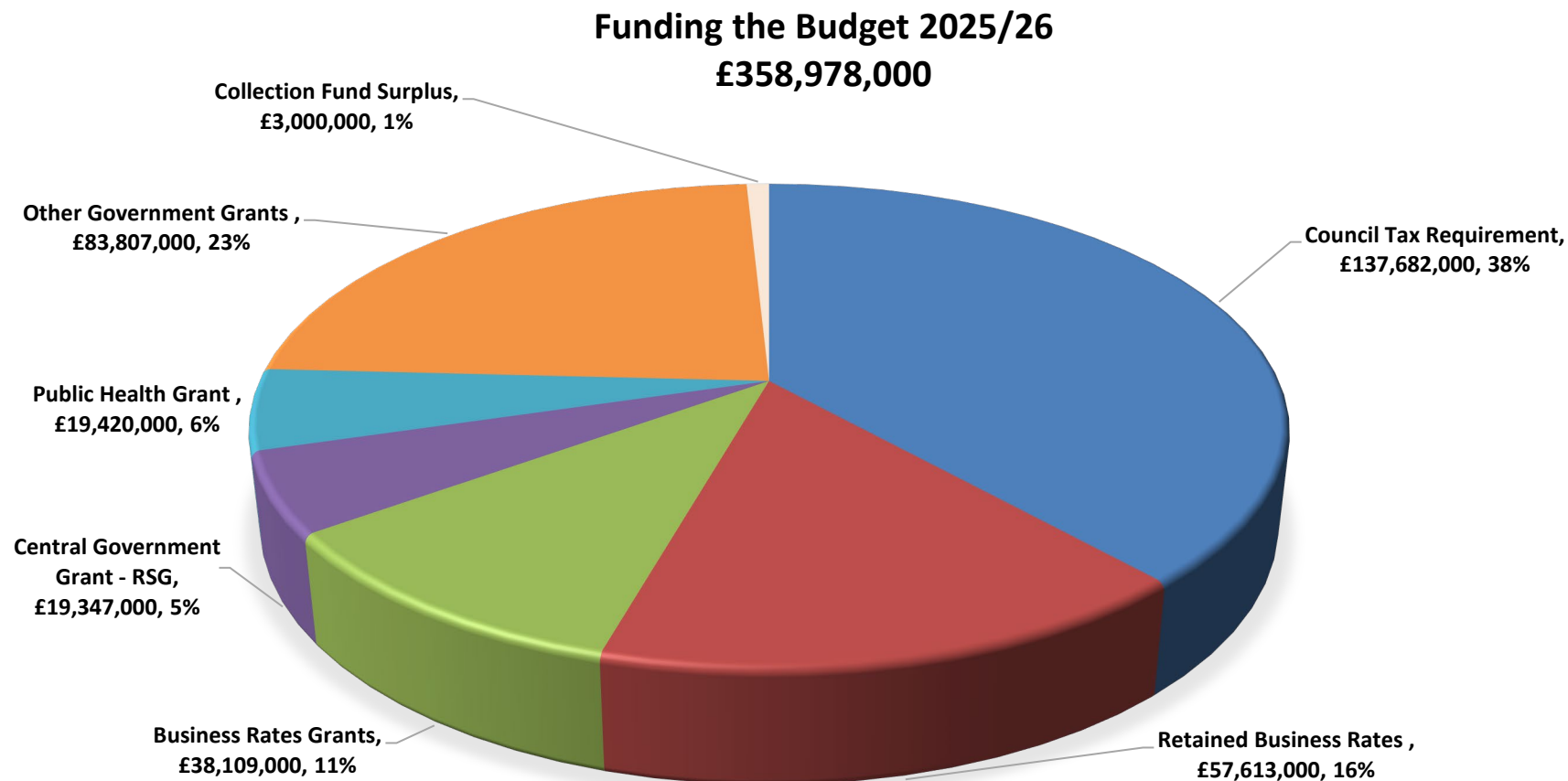
OSMB 13th January 2026

Local Context

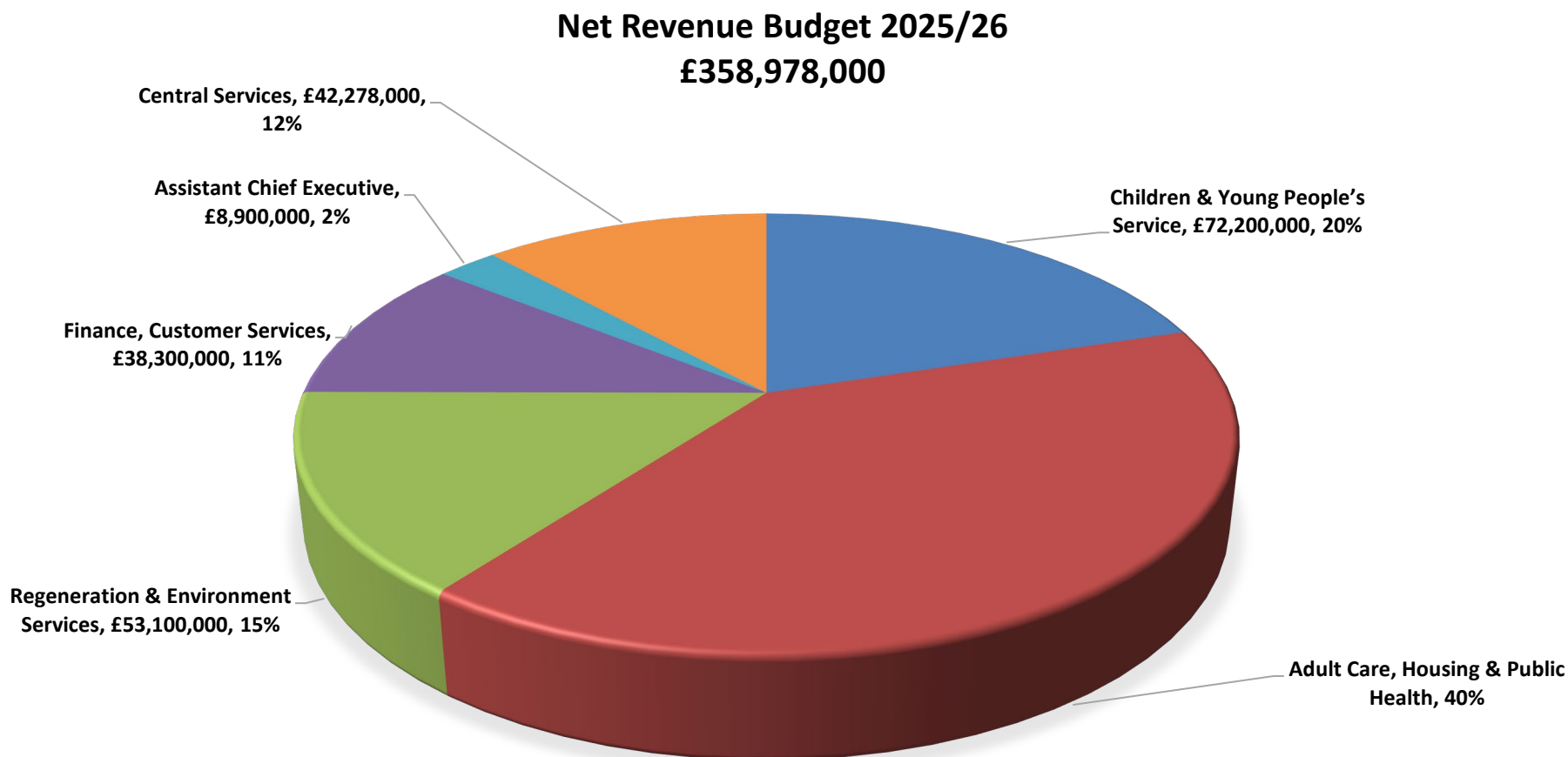
Main pressures at outset of 2025/26

- Placement pressures within Children and Young People's Services and Adult Social Care.
- Challenge of high cost placements, market inflation and complexity of care requirements.
- Home to School Transport pressures within Regeneration and Environment and Children and Young People's Services – covered by a Budget uplift but expected to increase year on year.
- Waste management – impact of delivering route optimisation
- Pressures on income generation within Regeneration and Environment.
- Impact of the Local Government Pay Awards.

How the Council is funded



Where the money is spent (net)



Budget 2025/26 & MTFS

In order to set a balanced Budget for 2025/26 the Council approved the following:

- Fees and charges to 2% increased (in line with MTFS)
- Council Tax increased by 3% out of a possible 5% (in line with MTFS assumptions)
- New savings for 2025/26 of £2.592m
- £0.4m use of reserves across 2025/26 & 2026/27 (Reserves £10.9m stronger than 2023/24 Budget)
- New revenue investments of £1.9m
- New capital investment financing of £0.9m, rising to £4.2m as delivered.
- Funding gap of £3.2m in 2027/28, not a concern at that point given uncertainty and time.

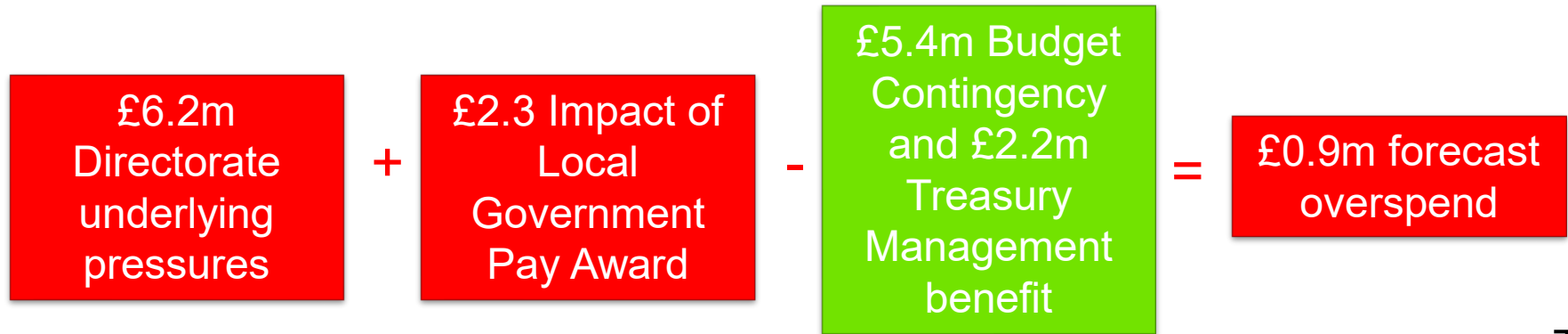
Net Budget Position	2025/26	2026/27	2027/28
	£000	£000	£000
Gap	0	0	3,252



Budget 2025/26 Key Dates

Date	Item
September CPI release date 22nd October	Crucial step in core settlement process as this rate drives the inflationary uplifts on much of the settlement. MTFS assumes 2%, September CPI 3.8%.
Autumn Budget & Policy Announcements 26th November (normally October)	This will provide indications of what will be in the provisional settlement and provide updates on the Fair Funding Review consultation.
OSMB 12th November	September Financial Monitoring & MTFS Technical Update
Cabinet 17th November	September Financial Monitoring & MTFS Technical Update
Provisional Settlement Late-December estimate	Provisional financial settlement to support MTFS and Budget assumptions
OSMB 5th January	November Financial Monitoring Report
Cabinet 19th January	November Financial Monitoring Report
OSMB 4th February	Budget and Council Tax 2026/27 and MTFS report December Financial Monitoring Report
Final Settlement Early January estimate	Finalisation of budget post Settlement
Cabinet 9th February	Budget and Council Tax 2026/27 and MTFS report December Financial Monitoring Report
Council Wednesday 5th March	Budget and Council Tax and MTFS report including Statutory Resolution of Council Tax

2025/26 Current Financial Challenge

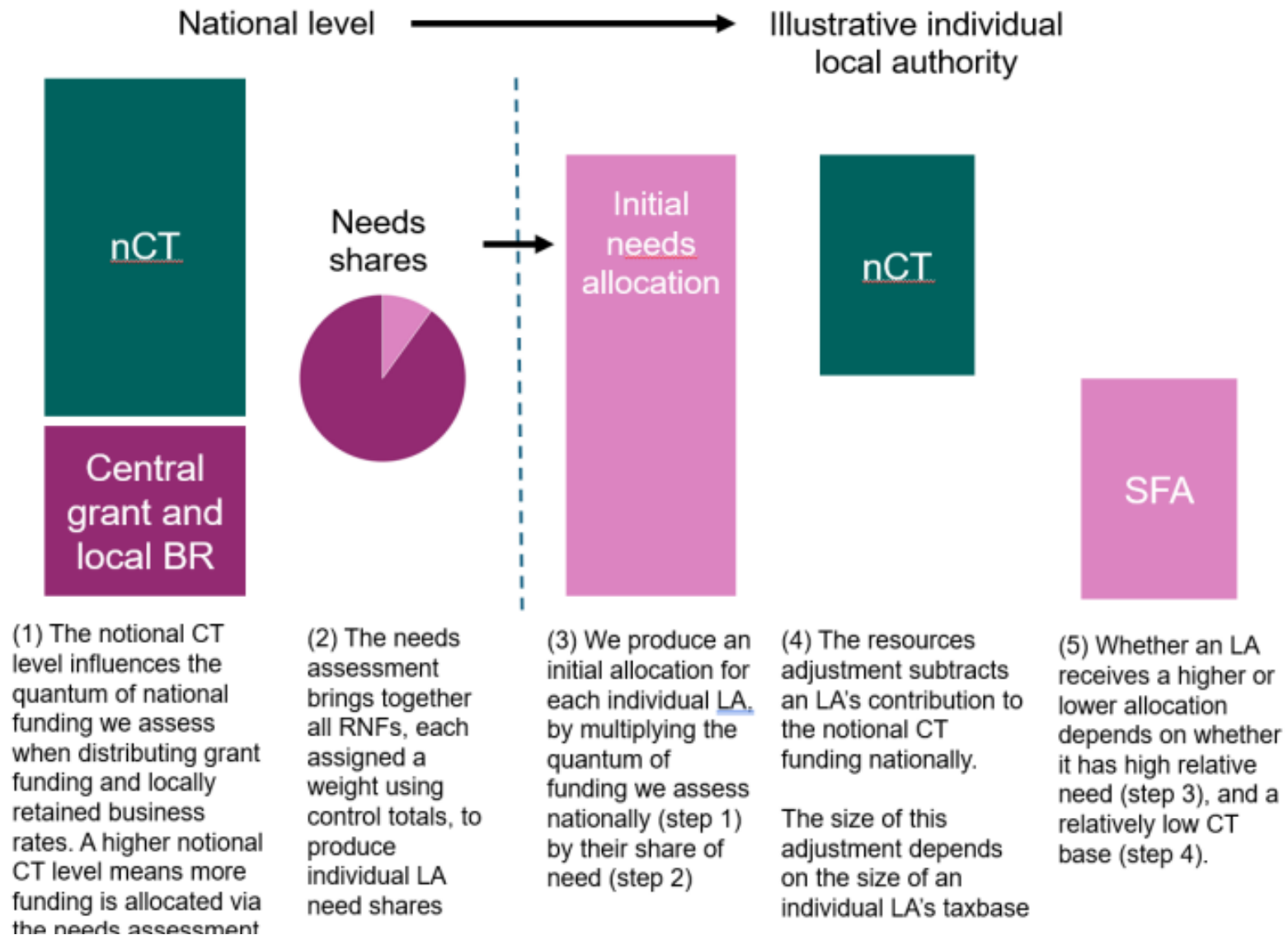


- Placement pressures within **Children and Young People's Services (£5.6m)** and **Adults Social Care (£2m)**.
- Inflation across market costs in social care sector and wider Council.
- Pressures on income generation within Regeneration and Environment.
- Pressure in waste management due to implementation of Route Optimisation
- Impact of the Local Government Association (LGA) Pay Award £2.3m
- £5.4m Budget Contingency for CYPS Placements, known pressure.
- Treasury Management savings over and above the £3m built into Budget.

Fair Funding Review

- Proposed new methodology for distribution a large proportion of funding the Council receives as part of the financial settlement.
- The FFR 2.0 proposes a significant change in methodology for the distribution of Local Authority funding, known as the Settlement Funding Assessment **SFA**).
- The proposed methodology was expected to significantly shift the balance of funding back to a needs basis, as such Rotherham was expected to significantly gain.
- Represents a positive impact for RMBC in that the new methodology seeks to redistribute LA funding on the basis of greatest demand, deprivation and ability (or not) to generate Council Tax.
- For example, areas that can generate the greatest level of Council Tax income and have a lower level of demand for services will receive a lower proportion of SFA grants.
- Each LA with have a new share proportion of the pot, expected to be 0.49% for RMBC.
- Proposes greater funding clarity and certainty, fewer grants and 3 year allocations confirmed.
- The changes are to be introduced on a weighted basis, 33% change in year 1 2026/27, 66% 2027/28 and 100% implementation 2028/29.
- Major grants where the Council gains a strong allocation are to be rolled in, this will see the Council get less of these grants. Social Care grants (0.63%) and Recovery Grant (1.46%).
- We expected this to be around £20m additional funding

Fair Funding Review



November MTFS Update

Technical update to Cabinet

- Picking up on what we know, rather than trying to pre-empt Governments plans.
- Deal with inflation, energy, pay award position.
- Refresh future pay assumptions
- Refresh Council Tax / Business Rate assumptions
- Refresh Fees and Charges assumptions
- **Broadly balanced position until 2028/29**

Budget and MTFS Update	2025/26	2026/27	2027/28	2028/29
	£000	£000	£000	£000
Approved MTFS Position per Budget and Council Tax Report 2025/26	0	0	3,252	6,856
Impact of previous capital investment decisions £4m, Treasury Management Savings plan ending 27/28 £4m.				8,032
Revised inflation assumptions: <ul style="list-style-type: none"> • Local Government Pay Award, • Social Care Provider inflation (trend remaining around 4%), • Speciality Steel write offs, • Low Business Rates Growth • Other inflationary impacts 		8,775	11,819	14,862
CYPS Education System revenue impacts		345	112	112
CYPS Placements pressures / savings recognition		2,000	2,000	2,000
Further Home to School Pressures		500	1,000	1,500
Further Adults Demand/Complexity Pressures - above MTFS provision		-	-	-
Baby Pack - potential extra requirement to hold at current offer		50	50	50
Local Plan work - Potentially £1.5m over next few years - via reserves		-	-	-
Continuation of any UKSPF activity		-	-	-
Local Council Tax Support - Top Up Scheme		-	-	-
Impact of removal of Spinal Column Point (SCP) 2		740	740	740
R&E Development Team Capacity		250	250	250
HSF to CRF		-	-	-
Extended Producer Responsibilities Grant		- 1,800	- 1,800	- 1,800
Estimated impact of Fair Funding Review		- 4,583	-10,613	-18,133
Impact of pension revaluation		- 6,000	- 6,000	- 6,000
Impact of September CPI at 3.8% (MTFS was 2%) - this impacts income and expenditure.		- 972	- 1,414	- 1,156
Revised Position	0	-694	-605	7,314

Areas for consideration

- CYPS placements pressures
- Adults inflations and demand uplifts above MTFS
- UKSPF
- LCTS Top Up
- Household Support Fund to Community Resilience Fund
- Investments

CYPS Placement Savings

Key Points

- CYPS Saving started as £10m, a mix of demand & market management and review of Social Care Pathways (2019/20).
- LAC numbers have significantly reduced
- Market prices for remaining placements have been hit with significant inflation
- Traditional in house fostering placements haven't increased
- In house residential homes won't deliver saving as expected (£750k short)
- Special Guardianship Orders have increased to offset placement pressures
- However, had LAC numbers remained constant, the RMBC placement bill would be significantly higher
- External review of inflation in national CYPS Placements markets across period 2019/20 to 2024/25 was 52%, RMBC comparator 29%. £2.8m under inflation.

CYPS Placements Saving

	2019-20			2025-26			Comparitor	
	Outturn			Budget				
	£'000	Nos.	Avg £000	000	Nos.	Avg £000	Today's Price 19/20 Nos	Cost Saving / Impact
PLACEMENT EXPENDITURE								
Residential - external	13,745	61	225	9,172	25	367	22,381	-13,208
Residential - in house	10	0	0	4,929	22	0	0	4,929
Fostering - in house	3,318	182	18	3,872	166	23	4,246	-373
Fostering - IFAs	11,201	251	45	8,074	146	55	13,881	-5,807
Supported Accomodation	2,520	29	87	2,501	63	40	1,151	1,349
Disability Short Break	869	7	0	1,057	0	0	0	1,057
Other placements	0	70	0	0	50	0		
Gross Expenditure	31,662	600	375	29,605	472	485	41,659	-12,053

	£'000	Nos.		000	Nos.	Avg £000	Today's Price	Cost Saving / Impact
OTHER COSTS								
Adoption Allowances	883			801			801	-82
Special Guardianship Orders	2,642			5,440			5,440	2,798
Child Arrangement Orders	1,714			1,270			1,270	-443
Staying Put				211			211	211
NET OTHER COSTS	5,239	0		7,723	0		7,723	2,484
Total Impact				37,328	472		49,381	-9,570

Household Support Fund to new Community Resilience Fund (CFR)

- The allocations for use of HSF 25/26 £4.387m is set out below.
- The allocation for Discretionary Housing Payments 25/26 is £428k.
- These funds are to be replaced with CRF (same level), grant in consultation phase. Largely similar at present but risk around some messaging on FSMs use.
- Changes to Universal Credit expected to significantly increase those eligible for FSM's. Potentially, if FSM's continues, would soak up full CRF allocation.

<u>Description</u>	<u>Budget HSF7</u>
HSF - Free School Meals	2,687,000
HSF - LCTS Top Up Scheme	950,000
HSF - Energy Crisis Scheme	500,000
HSF - Household Parcels via VCS partners	100,000
HSF - Care Leavers	90,000
HSF - VCS to support vulnerable households over Christmas	60,000
TOTAL	4,387,000

UKSPF

- UKSPF will end in 2025/26
 - Therefore, the activity currently underway for 2025/26 will end unless alternative funding is identified.
 - SYMCA are looking to build a smaller pot of funding so support a temporary transition. Likely through Treasury Management savings.
 - The Council will need to identify what elements are priority if SYMCA provide funding.
- Also consider anything we may want to budget for on a permanent basis.

Themes/Projects	Amount (£) 25/26
	Total
Supporting Local Business	
Launchpad (sub-regional)	240,257
Productivity (sub-regional)	536,588
Low Carbon (sub-regional)	200,000
Shop Unit Business Grants	330,000
Markets	60,000
Social Value	127,717
Total	1,494,562
People and Skills	
Ambition (sub-regional)	122,365
Core skills (sub-regional)	110,000
Advance (sub-regional)	208,836
Children's Capital of Culture	275,000
Total	716,201
Communities and Place	
Children's Capital of Culture	200,000
Town Centre Events	255,000
Open Arms Rotherham	329,549
Reaching Out	30,000
Active Lives	86,000
Total	900,549
Total cost of proposals	3,111,314
Total allocation	3,283,080
Balance remaining	171,766

MTFS Updates Post November Cabinet

Position at November MTFS Cabinet Report	-695	-605	7,314
Inflation update (Real Living Wage Impact)	1,483	1,483	1,483
Bulky Waste - address budget gap	178	178	178
Increase CYPS Placements uplift - to match inflation shortfall	833	833	833
Pensions improvement - 5.2% position	-622	-622	-622
Reduced impact of R&E Team and EPR increased funding	-283	-283	-283
Adults demand and inflation (RLW pressure)	3,650	3,650	3,650
Impact of Provisional Settlement	-3,630	-3,478	-2,145
Revised Position Post Provisional Settlement	914	1,156	10,408

Key changes to provisional settlement are:

- Top Up Grant is provided based on 28/29 levels but from 26/27.

Decision Points Required

- Revenue investment proposals
- Capital investment proposals
- Savings proposals
- Council Tax – any changes from the 3% assumed in the MTFS
- Fees and Charges – any changes from 2% assumed in the MTFS
- Reserves

Reserves Position

Corporate Reserves	Projected Balance as at 31 March 2026	Projected Balance as at 31 March 2027	Projected Balance as at 31 March 2028
	£m	£m	£m
General Fund Minimum Balance	25.0	25.0	25.0
Corporate Reserves			
Budget and Financial Strategy	13.6	13.6	13.6
Business Rates	4.0	4.0	4.0
Corporate Revenue Grants Reserve	3.1	3.1	3.1
Covid Recovery Fund	0.0	0.0	0.0
Local Council Tax Support Grant	0.6	0.6	0.6
Collection Fund Income Guarantee Grant	0.0	0.0	0.0
PFI leisure	0.2	0.0	0.0
Treasury Management Savings	7.4	7.4	7.4
Total	28.9	28.7	28.7
Total General Fund Reserves	53.9	53.7	53.7
Other Grants (Covid mainly)	0.0	0.0	0.0

	Potential Budget & MTFS
Total General Fund Reserves	55.3
Use in 25/26	
Treasury Management Savings	-0.4
PFI leisure	-0.1
Local Council Tax Support Grant	-0.1
Collection Fund Income Guarantee Grant	-0.1
Use in 26/27	
Treasury Management Savings	0.1
PFI leisure	-0.2
Use in 27/28	
Budget and Financial Strategy Reserve	
Total General Fund Reserves	53.7
Reserves Balance at point of 2023/24 Budget	43.7
Net improved reserves position	10.0

Challenges ahead

- **Adult Social Care** cost of care packages, rising demand and complexity leading to large pressures, leading to £37m investment since 2023/24.
- **Home to School Transport** - £4.3m was invested for 2025/26 to address budget gap, however, demand continues to rise.
- Future **Pay Awards** remain difficult to predict, 2025/26 impact £2.3m above Budget. Inflation remains well above 2%.
- **CYPS Placements** remains a challenge nationally
- **Waste** remains a challenge though work around route optimisation is almost completed and should resolve challenges.
- **Fair Funding Review** lack of real clarity expected until late December in the Provisional Financial Settlement.
- **Adult Social Care – Fair Pay Consultation**, likely to drive increased costs to providers that will be passed on and Council's own provision to increase.

Impact of additional Council Tax Increases

- The current MTFs assumes a Council Tax increase of 3%.
- 2% basic and 1% Adult Social Care Precept
- The Financial Settlement (2025) gave capacity to uplift basic to 2.99% and Adult Social Care Precept by 2%, creating a maximum increase of 4.99% for 2025/26.
- The table below outlines the annual and cumulative impact of these potential increases for 2025/26, if utilised.
- Impact of each 1% of Council Tax not levied is £1.377m, per year.

	£m
Council Tax Increase Impact 3%	4.131
Council Tax Increase Impact 4%	5.508
Council Tax Increase Impact 5%	6.884

Impact of increase in Council for 2026/27 at 3%, 4% and 5%

Council Tax Band	Impact of Council Tax Increases 2026/27								Tax Base BDE (ESTIMATE)
	A	B	C	D	E	F	G	H	
	£	£	£	£	£	£	£	£	
2024/25 Total RMBC only (Basic and ASC) (excl. Police, Fire and Parishes)	1247.09	1454.93	1662.79	1870.63	2286.32	2702.02	3117.72	3741.26	73,602

NB Band Taxes are Band D/9 multiplied by proportion specified.

Percentage Increase	3.00%	1284.50	1498.58	1712.67	1926.75	2354.92	2783.08	3211.25	3853.50	
		1.030	1.030	1.030	1.030	1.030	1.030	1.030	1.030	
Rounded and		1284.50	1498.58	1712.67	1926.75	2354.92	2783.08	3211.25	3853.50	
Cash increase full year		37.41	43.65	49.88	56.12	68.60	81.06	93.53	112.24	
Cash increase per week (52.143pa)	52.143	0.72	0.84	0.96	1.08	1.32	1.55	1.79	2.15	
Additional yield (2022/23 Tax Base)										4,130,500

		A	B	C	D	E	F	G	H	
		£	£	£	£	£	£	£	£	
Percentage Increase	4.00%	1296.97	1513.13	1729.29	1945.46	2377.78	2810.10	3242.43	3890.91	
Cash increase		49.88	58.20	66.50	74.83	91.46	108.08	124.71	149.65	
Cash increase per week (52.143pa)	52.143	0.96	1.12	1.28	1.44	1.75	2.07	2.39	2.87	£
Additional yield / per week increase above :		0.24	0.28	0.32	0.36	0.44	0.52	0.60	0.72	5,507,643

Additional to current MTFS 1,377,095

		A	B	C	D	E	F	G	H	
		£	£	£	£	£	£	£	£	
Percentage Increase	5.00%	1309.44	1527.68	1745.92	1964.16	2400.64	2837.12	3273.60	3928.32	
Cash increase		62.35	72.75	83.13	93.53	114.32	135.10	155.88	187.06	
Cash increase per week (52.143pa)	52.143	1.20	1.40	1.59	1.79	2.19	2.59	2.99	3.59	£
Additional yield / per week increase above :		0.48	0.56	0.64	0.72	0.88	1.04	1.20	1.43	6,884,002

Additional to current MTFS 2,753,453

Committee Name and Date of Committee Meeting

Cabinet – 19 January 2026

Report Title

Strategic Community Infrastructure Levy (CIL) Update

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

Yes

Executive Director Approving Submission of the Report

Andrew Bramidge, Executive Director of Regeneration and Environment

Report Author(s)

Andy Duncan, Planning Policy Manager
01709 823830 or andy.duncan@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

The report summarises the application process for Strategic Community Infrastructure Levy (Strategic CIL) funding that has taken place for the 2025 bidding round. It provides the outcome of the Strategic CIL officer panel assessment of the submitted projects against relevant criteria, to determine the infrastructure that will most support new growth areas and help bring forward development sites to implement the Local Plan.

A list of priority projects is presented in the report, and Cabinet approval is sought for the Strategic CIL funds to be allocated as recommended.

Recommendations

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

List of Appendices Included

Appendix 1 Projects Scoring Summary
Appendix 2 Equality Assessment Part A
Appendix 3 Carbon Impact Assessment

Background Papers

[National Planning Policy Framework](#)

[Planning Practice Guidance – Community Infrastructure Levy](#)

[Community Infrastructure Levy Regulations 2010](#)

[Rotherham Local Plan 2013 – 2028](#)

[Rotherham Community Infrastructure Levy](#)

[Infrastructure Delivery Study 2021](#)

[CIL spending protocol – Cabinet, 20/09/2021, item 50](#)

[Strategic CIL application process – Cabinet, 29/07/2024, item 31](#)

[Strategic CIL funding allocations – Cabinet, 10/02/2025, item 122](#)

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None.

Council Approval Required

No

Exempt from the Press and Public

No

Strategic Community Infrastructure Levy (CIL) Update

1. Background

- 1.1 The Council has a Community Infrastructure Levy (CIL) in place for Rotherham, to secure contributions from developers towards infrastructure to support development. CIL payments are required alongside planning permission for certain types of development and work in tandem with payments negotiated as section 106 planning obligations (s106).
- 1.2 The Community Infrastructure Levy Regulations 2010 require CIL funds to be used for “the provision, improvement, replacement, operation, or maintenance of infrastructure needed to support the development of an area”. CIL can be used to provide new public infrastructure or to repair or update existing infrastructure if it is necessary to support development (Planning Act 2008, s216).
- 1.3 The CIL Regulations allow the Council to apply CIL to reimburse expenditure already incurred on infrastructure. Where the Council has borrowed money for the purposes of funding infrastructure, it may apply CIL to repay that money, and any interest, if certain conditions are met.
- 1.4 Rotherham’s adopted Local Plan sets out the type, amount and location of new development in the Borough for the plan period of 2013 to 2028. The Local Plan is the Council’s statutory development plan and defines the “development of an area” that is intended to be supported by infrastructure funded by CIL and s106 obligations.
- 1.5 In line with the CIL Regulations, the total CIL income received by the Council is divided into three “pots”:
 - Strategic CIL (80%) – for infrastructure to support new development from implementing the Local Plan.
 - Local CIL (15%) – passed to parishes for local infrastructure priorities (25% with a Neighbourhood Plan adopted); for non-parished areas, held by the Council to spend in consultation with local communities.
 - Admin (up to 5%) – retained by the Council to cover ongoing administration costs.
- 1.6 In July 2024, Cabinet approved the annual process for the allocation of Strategic CIL funds (Cabinet 29/07/24, minute 31 refers). In August 2024, the Planning Service rolled out the approved process, inviting applications for the first round of Strategic CIL funding. Eight bids were received, of which two projects were subsequently approved for funding by Cabinet in February 2025 (Cabinet 10/02/25, minute 122 refers), namely:
 - Medical Centres Improvements (£256,074).
 - Trans Pennine Trail Community Access (£787,400).
- 1.7 In July 2025, the application process was repeated for the second annual bidding round. Following the application and evaluation process, eleven

applications are considered in this report, including two bids for priority flood schemes. Four applications were submitted by external organisations, with the remainder being Council projects. The applications are summarised below:

- **Manvers White Water, Manvers Lake & Dearne Valley Trust** (£1,400,000)
An international standard flexible paddle sport competition, training and recreational white-water course, which will double up as a swift water rescue emergency services training facility at Manvers Lake.
- **Keppel's Column, RMBC** (£72,879)
Seeking funding to undertake the additional repairs to bring this important part of local heritage and popular visitor attraction back into use.
- **Street Lighting, RMBC** (£13,000,000 full scheme, £4,000,000 main routes only)
Replacement of existing street lighting lanterns with up-to-date LED technology incorporating a central management system.
- **Todwick Roundabout, RMBC** (£8,178,000)
A57 Red Lion Roundabout junction improvements to relieve local congestion.
- **Herringthorpe Athletics, RMBC** (£355,000)
Capital investment to resurface the athletics track at Herringthorpe, home to Rotherham Harriers Athletics Club.
- **NHS GP Improvements, South Yorkshire Integrated Care Board – Rotherham Place** (£219,530)
Funding is sought for general GP surgeries improvements in areas of housing growth.
- **Skills Street Media Suite, Skill Street Trust CIC Ltd** (£68,425)
To create a media zone on Skills Street equipped with a range of audio, video equipment. The media zone will offer visitors the opportunity to engage with various media platforms and participate actively in production environments.
- **South Yorkshire Police, SYP Estates and Facilities Management** (£0)
No scheme details provided, or funding requested. Essentially a holding response asking to be consulted again for future rounds.
- **Whiston Brook Flood Alleviation Scheme, RMBC** (£3,000,000)
One of the Council's six priority flood alleviation schemes designed to reduce flood risk to 53 residential properties. The scheme will provide better flood alleviation to Whiston village.
- **Eel Mires Dike Flood Alleviation Scheme, RMBC** (£3,000,000)
One of the Council's six priority flood alleviation schemes. The scheme

aims to reduce the risk of flooding to 211 residential properties in Laughton Common from Eel Mires Dike and its tributaries.

- **Thrybergh Country Park perimeter path resurfacing, RMBC (£303,349)**
Resurfacing of the perimeter path around the reservoir with a flexi-pave material, to provide an accessible path around the country park.

1.8 In total, the applications seek £29.6m of Strategic CIL funding.

2. Key Issues

2.1 At the time of writing, the Council holds £8,247,797 Strategic CIL. The allocation of Strategic CIL funds is a Cabinet decision and funding applications are invited on an annual basis. The overall fund does not have to be used in any one year, it can be rolled forward fully or in part to accumulate with future CIL payments. Unlike s106 payments, there is no time limit on spending Strategic CIL funds.

2.2 Councils have the flexibility to choose what infrastructure they need to deliver their statutory development plan. The Council's approach establishes a clear relationship between potential projects for Strategic CIL funding and the delivery of the Rotherham Local Plan. The Local Plan is itself informed by the Infrastructure Delivery Study, which sets out the infrastructure required to support the new homes, employment and retail development flowing from implementation of the Plan. It is important that projects satisfy the requirements of the CIL Regulations to avoid any challenge that the funds are not being used appropriately.

2.3 The Council's approach is based on five specific Strategic CIL objectives:

- Improving people's physical and mental health and well-being.
- Reducing the Borough's contribution to and helping to adapt to the effects of climate change.
- Improving movement and enabling better accessibility, particularly by public transport, walking & cycling.
- Expanding economic opportunity & supporting a dynamic economy.
- Creating and supporting safe and sustainable communities.

This broadly reflects the objectives of the Local Plan Core Strategy, Rotherham Council Plan, Social Value Charter for Rotherham and Rotherham Climate Change Emergency Declaration.

2.4 The assessment methodology for Strategic CIL applications was approved by Cabinet (Cabinet 29/07/24, minute 31 refers). The assessment covers key areas for project suitability, in summary:

- Part 1 sets out a series of “gateway tests” that are aimed at ensuring that projects are eligible and suitable for Strategic CIL funding, including whether the project is identified in the Infrastructure Delivery Study.
- Part 2 requires information about the nature and timing of the project.
- Part 3 addresses potential deliverability concerns.
- Part 4 reflects important funding and financial issues.
- Part 5 provides an important link between the infrastructure project and new development, examining the links to allocated sites in the Local Plan and the need for the infrastructure.
- Part 6 enables an assessment of the benefits of the infrastructure project against the Strategic CIL objectives, including its contribution to Social Value.

2.5 The applications for the 2025 bidding round have been assessed by the CIL officer panel, using the Cabinet-approved methodology. Of the eleven applications, five projects passed the gateway tests but only one scored above the 70% threshold that was also applied for the 2024 bidding round:

- **Whiston Brook Flood Alleviation Scheme (£3,000,000)**
One of the Council’s six priority flood alleviation schemes designed to reduce flood risk to 53 residential properties. The scheme will provide better flood alleviation to Whiston village.

Summary assessment: the bid passed the gateway tests, the project is critical infrastructure; detailed costings are provided; permissions and land acquisitions are in place or in progress; project delivery in 2026, with future maintenance funded; project cannot happen without CIL funding; project will protect Whiston village properties and facilitate two large Local Plan housing sites; project benefits align with CIL protocol objectives. Score 71.43%

2.6 The Projects Scoring Summary is attached at Appendix 1. The percentage figure in the final column represents the total score against the criteria and methodology as approved by Cabinet on 29th July 2024.

2.7 A summary assessment of all the submitted projects is given below:

- **Manvers White Water, Manvers Lake & Dearne Valley Trust (£1,400,000)**
Assessment: did not pass the gateway tests (test 1.2: project not required to support Local Plan growth), infrastructure project: desirable

(“critical” scores highest, then “essential”, then “desirable” with lowest score), project can still happen without CIL funding, benefits to delivery of Local Plan housing sites unclear. Score 62.86%

- **Keppel’s Column, RMBC (£72,879)**
 Assessment: did not pass the gateway tests (test 1.2: project not required to support Local Plan growth, test 1.3: project not fully funded), infrastructure project: desirable, benefits to delivery of Local Plan housing sites unclear. Score 67.46%
- **Street Lighting, RMBC (£13,000,000 full scheme, £4,000,000 main routes only)**
 Assessment: did not pass the gateway tests (test 1.2: project not required to support Local Plan growth, test 1.3: project not fully funded), infrastructure project: desirable, no benefits to delivery of Local Plan housing sites. Score 52.06%
- **Todwick Roundabout, RMBC (£8,178,000)**
 Assessment: passed the gateway tests (although marginal as project may not be fully funded if SYMCA or DfT money not confirmed), infrastructure project: desirable, potentially some localised benefits to delivery of Local Plan housing sites. Score 44.76%
- **Herringthorpe Athletics, RMBC (£355,000)**
 Assessment: did not pass the gateway tests (test 1.2: project not required to support Local Plan growth), infrastructure project: desirable, project can still happen without CIL funding, benefits to delivery of Local Plan housing sites unclear. Score 69.68%
- **NHS GP Improvements, South Yorkshire Integrated Care Board – Rotherham Place (£219,530)**
 Assessment: passed the gateway tests, infrastructure project: essential, however unlike 2024 bid no specific GP surgeries are named or detailed costings provided causing some uncertainty about how the Strategic CIL money would be used, benefits to delivery of Local Plan housing sites unclear. Score 53.65%
- **Skills Street Media Suite, Skill Street Trust CIC Ltd (£68,425)**
 Assessment: did not pass the gateway tests (test 1.1: project is not infrastructure, test 1.2: project not required to support Local Plan growth, test 1.3: project not fully funded), infrastructure project: desirable, no benefits to delivery of Local Plan housing sites. Score 56.51%
- **South Yorkshire Police, SYP Estates and Facilities Management (£0)**
 Assessment: did not pass the gateway tests (no scheme details provided or funding requested). Score 12.22%

- **Whiston Brook Flood Alleviation Scheme, RMBC (£3,000,000)**
Assessment: passed the gateway tests, infrastructure project: critical, detailed costings provided, permissions and land acquisitions in place or in progress, project delivery 2026, future maintenance is funded, project cannot happen without CIL funding, project will protect Whiston village properties and facilitate two large Local Plan housing sites, project benefits align with CIL protocol objectives. Score 71.43%
- **Eel Mires Dike Flood Alleviation Scheme, RMBC (£3,000,000)**
Assessment: passed the gateway tests, infrastructure project: critical, draft costings provided, no permissions or land acquisitions in place, multiple landowners, estimated delivery 2028/29, future maintenance funding not secured, project cannot happen without CIL funding at present, will protect properties in Laughton Common although links to Local Plan sites less clear, project benefits align with CIL protocol objectives. Score 59.68%
- **Thrybergh Country Park perimeter path resurfacing, RMBC (£303,349)**
Assessment: passed the gateway tests, infrastructure project: desirable, maintenance relies on existing revenue funds, project can still happen without CIL funding/other funding available but seeking 100% CIL funding, benefits settlements/borough although links to Local Plan sites less clear. Score 66.19%

3. Options considered and recommended proposal

- 3.1 Considering the eligible project and the level of funding requirement, the suggested options to allocate Strategic CIL from the 2025 applications are:
- 3.2 **Option 1: Allocate Strategic CIL funds to:**
- Whiston Brook Flood Alleviation Scheme (£3,000,000)
- 3.3 This would utilise £3,000,000 of the Strategic CIL funding pot with the remaining £5,247,797 rolled forward to future bidding rounds.
- 3.4 It would be prudent to retain some Strategic CIL funds as there are some safeguarded land sites in the Local Plan coming forward for housing sooner than expected. This is due to the Government's planning reforms and higher housing target for Rotherham, and the effect this has on the Council's five-year housing land supply. Consequently, the Council may require the option to allocate Strategic CIL to new or improved infrastructure near these sites in future bidding rounds, should that prove to be necessary and subject to successful bids.

3.5 Option 2: Do not allocate Strategic CIL to any projects from the 2025 applications and roll forward the funds

3.6 Should Cabinet decide not to support the eligible project that is currently not fully funded (Whiston Brook FAS), then progress would not be made on delivering the infrastructure project as set out in the Infrastructure Delivery Study, hindering future development and growth within the Borough. Justification would be required on why the eligible project is not supported and this option would fail to demonstrate how the Council will address the pressures that new development places on communities across the Borough.

3.7 Option 1 is the recommended option.

4. Consultation on proposal

4.1 The Strategic CIL application pack was sent to over 100 internal and external infrastructure and service provider contacts. Clarification was provided on requests to potential bidders on the process, bid requirements and timetable. Reminders were sent to all contacts prior to the end of the consultation period, which was open from 25 July to 19 September 2025.

4.2 Internal service providers have been consulted through the same mechanisms, and Corporate Finance has been consulted on existing capital programme projects funded by prudential borrowing, to consider the submission of any applications that may be eligible for Strategic CIL funding.

4.3 The Cabinet Member for Transport, Jobs and the Local Economy and the Capital Programme Monitoring and Delivery Board have been briefed on the application process and outcome.

4.4 As part of the commitment to transparency, and to inform future applications, unsuccessful applicants will receive feedback on the outcome and scoring of their applications.

5. Timetable and Accountability for Implementing this Decision

5.1 For internal Council projects, officers would progress the relevant capital programme process to allocate the approved Strategic CIL funds and set up expenditure codes.

5.2 Although there are none in this current bidding round, for external projects, officers would seek an appropriate legal agreement with the provider to ensure the transfer of the approved Strategic CIL funds meets Council financial procedures. The agreement would also include appropriate reporting requirements and safeguards to claw back the funds if not spent appropriately.

5.3 The CIL Regulations require CIL charging authorities to publish annual statements on their website to provide transparency on CIL income and spending. The projects approved for Strategic CIL would be included in the Council's Infrastructure Funding Statement.

6. Financial and Procurement Advice and Implications

- 6.1 CIL can be spent on a wide range of infrastructure, provided it supports the development of the area, so it can fund both new and existing projects within the capital programme. As of November 2025, the Council has £8.2m of CIL available for use. If option 1 is agreed, there will be £5.2m remaining.
- 6.2 Whilst there are no direct procurement implications associated with the recommendation to allocate CIL monies to the projects identified, it must be noted that where the Council related project engages the use of external Contractors, this will require adherence to the Council's Financial and Procurement Procedure Rules as well as the relevant procurement legislation (Public Contracts Regulations 2015 or the Procurement Act 2023) subject to the route to market selected, which should be appropriately considered when considering project timescales.

7. Legal Advice and Implications

- 7.1 The Council has a Community Infrastructure Levy (CIL) in place pursuant to the Community Infrastructure Levy Regulations 2010 as amended (the Regulations). CIL payments are required to be paid in relation to certain types of development. The Regulations require funds to be used for the provision, improvement, replacement, operation or maintenance of infrastructure needed to support the development of an area. The Council now holds CIL funds and subject to the content of this report and to the provisions of the Regulations and the Planning Act 2008, may choose to allocate funds to projects or to hold the funds for future spend in future financial years.

8. Human Resources Advice and Implications

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

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 There are no direct implications for children and young people and vulnerable adults arising from this report.

10. Equalities and Human Rights Advice and Implications

- 10.1 An equalities screening assessment has been carried out and is attached as Appendix 2.
- 10.2 The screening assessment concludes that equalities analysis is not required given the overarching nature of the process to allocate Strategic CIL, whilst recognising that equalities consideration is included in the criteria to assess and prioritise individual projects.

11. Implications for CO2 Emissions and Climate Change

- 11.1 A carbon impact assessment has been carried out and is attached as Appendix 3. (Ref. CIA 565)
- 11.2 The assessment concludes that the Strategic CIL allocation process is designed to prioritise and allocate funds to infrastructure projects to support growth promoted by the Local Plan. The Local Plan itself was subject to and refined by Sustainability Appraisal as part of its drafting, so its implementation inherently promotes sustainable development. Reducing emissions and safeguarding the natural environment is included in the criteria used to assess and prioritise projects for Strategic CIL funding.

12. Implications for Partners

- 12.1 Partners and stakeholders have been consulted and engaged in the Strategic CIL application process. Ongoing strategic planning by stakeholders should lead to potential projects being identified for future bidding rounds. This will also assist with updating the Infrastructure Delivery Study, which will be required for the new Local Plan.

13. Risks and Mitigation

- 13.1 The Council is required to spend Strategic CIL funds in line with the CIL Regulations. The CIL application and assessment process requires a range of information to be submitted about the project's deliverability, funding, development impacts and benefits. This is designed to ensure that projects funded by Strategic CIL are eligible, and to give confidence that the project has been subject to development work and would provide community benefits.
- 13.2 The application process set out in this report has taken place in line with the Cabinet-approved process to minimise the risk of challenge to the Council or harm to public perceptions of the Council's probity.

14. Accountable Officers

Andrew Bramidge, Executive Director of Regeneration and Environment

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	John Edwards	23/12/25
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	18/12/25
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	18/12/25

Report Author: Andy Duncan, Planning Policy Manager
01709 823830 or andy.duncan@rotherham.gov.uk

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

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Appendix 1, Strategic Community Infrastructure Levy

Project name	Total cost	CIL requested	CIL %	Settlements and Sites to benefit	Passed gateway tests?	Score %
01 Manvers White Water	14,000,000	1,400,000	10%	Wath upon Dearne, Rotherham Urban Area; no sites specified	NO	62.86
02 Keppel's Column	106,267	72,879	69%	Rotherham Urban Area; H37, H38, H39, H40, H97, H98	NO	67.46
03 Street Lighting	13,000,000	13,000,000	100%	Rotherham Borough; no sites specified	NO	52.06
04 Todwick Roundabout	9,400,000	8,178,000	87%	Dinnington, Anston and Laughton Common; H75, H76, H78, H79, H80, E13, E14, E15	YES	44.76
05 Herringthorpe Athletics	450,000	355,000	79%	Rotherham Urban Area; H29, H30, H34, H35, H96, H58, H61, H62, H64, H65	NO	69.68
06 NHS GP Improvements	219,530	219,530	100%	Rotherham Urban Area, Maltby and Hellaby, Wickersley Bramley and Ravenfield Common, Aston Aughton and Swallownest; H1, H2, H69, H14, H15, H16, H18, H19, RB2020/1779, H58, H62, MU22	YES	53.65
07 Skills Street Media Suite	68,425	68,425	100%	Aston Aughton and Swallownest, Rotherham Borough; no sites specified	NO	56.51
08 SY Police	0	0	0%	No settlements or sites specified	NO	12.22
09 Whiston Brook FAS	5,750,000	3,000,000	52%	Whiston; H34, H35	YES	71.43
10 Eel Mires Dike FAS	9,000,000	3,000,000	33%	Laughton Common; H75, H78	YES	59.68
11 Thrybergh CP path	303,349	303,349	100%	Thrybergh, Dalton, Rawmarsh, Greasbrough, Kilmhurst, Aldwarke, Sunnyside, Ravenfield, Hooton Roberts, Swinton and Wath-upon-Deane; H26, H32, H31, H25, H24, H15, H52, H51, H16, H14, H13, H11, H10, H64, H65, H49, H50, H48	YES	66.19

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PART A - Initial Equality Screening Assessment

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

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

Completed at the earliest opportunity it will help to determine:

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

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

1. Title	
Title: Strategic Community Infrastructure Levy	
Directorate: Regeneration and Environment	Service area: Planning, Regeneration and Transport
Lead person: Andy Duncan	Contact: 01709 823830
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
<p>The Community Infrastructure Levy (CIL) is a charge that councils can apply to new development to raise funds for local infrastructure. Rotherham's CIL Charging Schedule was adopted by the Council on 7 December 2016 and came into force on 3 July 2017. Most of the CIL income held by the Council is for strategic infrastructure across the borough to support growth promoted by the Local Plan.</p> <p>The purpose of the report is to set out the progress of inviting and considering applications for Strategic CIL funding for infrastructure projects and recommend to Cabinet to support the use of Strategic CIL funding for the eligible projects in Rotherham.</p>

Appendix 2

A list of priority projects is presented in the report, seeking approval for the Strategic CIL funds to be allocated as recommended.

3. Relevance to equality and diversity

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

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

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

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

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

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

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

4. Considering the impact on equality and diversity

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

Appendix 2

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

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

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

Infrastructure funding is required to support the growth promoted by the Local Plan. The plan was subject to extensive public consultation over a number of years, culminating in a public examination by a government-appointed planning inspector. The plan was supported by an Integrated Impact Assessment, which included an Equalities Impact Assessment (EqIA). In doing this, the effects of the planned growth on all sections of the community were comprehensively assessed; the plan was then passed by the inspector and subsequently adopted by the Council.

The EqIA for the Local Plan is in two parts, available on the website:

<https://www.rotherham.gov.uk/downloads/file/310/adopted-core-strategy-integrated-impact-assessment> (pages 309-374)

<https://www.rotherham.gov.uk/downloads/file/487/sites-and-policies-document-integrated-impact-assessment-report-volume-3-assessment-of-policies> (pages 236-290)

The outputs and recommendations arising from the EqIA were taken into account in drafting the policies of the Local Plan. Therefore, any subsequent measures to implement the Local Plan as adopted reflect the equalities assessment and the outputs and recommendations, previously undertaken and included within the accompanying IIA. Funding infrastructure to support growth is key to successfully implementing the plan.

An update to the evidence base, used to assess the equalities impacts, has been prepared to support the most recent Regulation 18 Consultation on the Core Strategy Partial Update (CSPU) (July 2024) here: <https://rotherham-consult.objective.co.uk/kpse/event/01D87F0C-49EE-4D63-8CBF-BBB3E45CCED5>

Appendix B of CD02 provides the Equalities Impact Assessment for those policies (including CS1) to be updated and chapter 3 'Sustainability Context' provides the relevant updates to the baseline information.

To contribute to the infrastructure funding required, the Council has implemented a Community Infrastructure Levy (CIL) charge for Rotherham. This was also subject to public consultation and public examination, prior to being adopted by the Council.

Infrastructure needs have been assessed in an Infrastructure Delivery Study, which has had input from service providers internal and external to the Council. In doing this, the infrastructure needs identified have taken account of providers' views, which are informed by their assessment of the effects on service users, equality, diversity and accessibility. The Cabinet report concerns prioritising, allocating and spending Strategic CIL fund on infrastructure. At this stage, it identifies a list of projects that are eligible to receive funding.

Appendix 2

<ul style="list-style-type: none"> • Key findings <p>The provision of infrastructure aims to ensure the Local Plan is delivered to its fullest extent and ensure there are benefits to local people arising from new development opportunities; and that any impacts on the community and wider environment are mitigated in accordance with the vision of the Local Plan: “to minimise inequalities through the creation of strong, cohesive and sustainable communities”.</p> <p>Strategic CIL funds will be used for infrastructure, such as road improvements, extra school places, improved greenspaces, public transport improvements and flood alleviation schemes benefitting all sections of the community. Supporting the infrastructure development will have an overarching benefit to the communities of all groups.</p>	
<ul style="list-style-type: none"> • Actions <p>The use of Strategic CIL funds for infrastructure schemes is a positive and proactive approach to ensuring that the Local Plan and its policies can be implemented to its fullest extent. The process will assist the Council in achieving the best possible outcomes from new development opportunities for its own communities and all people.</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
Nigel Hancock	Head of Planning and Building Control	24/11/2025

6. Publishing

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

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

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

Date screening completed	14/11/2025
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Appendix 2

Report title and date	Strategic Community Infrastructure Levy
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet 19 January 2026
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	4 December 2025

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Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified:			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across the Borough as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	None				
Emissions from transport?	None				
Emissions from waste, or the quantity of waste itself?	None				
Emissions from housing and domestic buildings?	None				
Emissions from construction and/or development?	Increase	There would be some emissions from the construction of all new infrastructure.		In designing and implementing schemes, the relevant Council service would seek to reduce emissions and contractors would be encouraged to consider emissions.	Ongoing traffic flows and air quality monitoring.

Carbon capture (e.g. through trees)?	Decrease		Positive impact on carbon sequestration (net negative emissions) from the landscaping and planting for the flood scheme.		
Identify any emissions impacts associated with this decision which have not been covered by the above fields:					

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

Yes, the proposed schemes for Strategic CIL funding will improve Council services' resilience to climate change. Whiston Brook flood alleviation scheme will reduce the risk of flooding in affected areas and improve traffic flows in the event of a flood, with direct benefits for people's safety, avoided travel disruption and avoided productivity loss/economic cost of flooding. . Planting and landscaping for the scheme may promote infiltration and slow surface water flows.

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

The Council's Local Plan provides a long-term development strategy for the Borough, setting out policies and proposals for new development. The CIL spending process is designed to prioritise and allocate Strategic CIL funds to infrastructure schemes to support growth promoted by the Local Plan. The Local Plan itself was subject to sustainability appraisal as part of its drafting, so its implementation inherently promotes sustainable development.

The Council's Infrastructure Delivery Study identifies a broad range of infrastructure which could have impact on emissions including water, flood risk, broadband & telecommunications, energy, green infrastructure/environment, transport, health, emergency services, cultural and community facilities, education, libraries, and waste.

All development is likely to have an impact on carbon emissions. However, the infrastructure projects have been carefully considered against sustainability principles and carbon emissions can be considered at the project delivery stage.

Supporting information:	
Climate Impact Assessment Author	Andy Duncan Planning Policy Manager Planning and Regeneration Regeneration and Environment
Please outline any research, data or information used to complete this Climate Impact Assessment.	<p>Infrastructure Delivery Study</p> <ul style="list-style-type: none"> • https://www.rotherham.gov.uk/downloads/file/2396/rotherham-2020-infrastructure-delivery-study-march-2021 <p>Local Plan Integrated Impact Assessment</p> <ul style="list-style-type: none"> • https://www.rotherham.gov.uk/downloads/download/37/local-plan-core-strategy-documentation • https://www.rotherham.gov.uk/downloads/download/64/local-plan-sites-and-policies-documentation <p>Supplementary Planning Document No. 2 Air Quality and Emissions</p> <ul style="list-style-type: none"> • https://www.rotherham.gov.uk/downloads/file/1783/spd2-air-quality-emissions-june-2020-
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	N/A
Validation	Tracking Reference: CIA 565 Arthur King Principal Climate Change Officer

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Overview and Scrutiny Management Board – Work Programme 2025-26

Chair: Councillor Brian Steele
Governance Manager: Barbel Gale

Vice-Chair: Cllr Joshua Bacon
Link Officer: Phil Horsfield

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	Responsible Officer	Agenda Item
Wednesday 7 May 2025	Sharon Kemp / Jo Brown	Council Plan 2025 - 2028 & New Year Ahead Delivery Plan - Pre-decision
	Ian Spicer	Review of the Non-Residential Charging Policy - Pre-decision
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
	Barbel Gale	Forward Plan of Key Decisions
Wednesday 4 June 2025	Judith Badger / Rob Mahon	Finance Update - June 2025 - Pre-decision
	Sharon Kemp / Jo Brown	Social Value Annual Report - Pre-decision
	Ian Spicer / John Holman	Employment Solutions 2025-26 - Pre-decision
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
Wednesday 2 July 2025	Barbel Gale	Forward Plan of Key Decisions
	John Edwards / Jo Brown	Council Plan 2022-2025 and Year Ahead Delivery Plan Progress Update 2024-25 - Pre-decision
	Judith Badger	Ethical Procurement Policy - Pre-decision
	Judith Badger / Rob Mahon	Financial Outturn 2024- 25 - Pre-decision
	Judith Badger / Rob Mahon	Treasury Management Outturn 2024-25 - Pre-decision
	Judith Badger / Rob Mahon	May 2025-26 Financial Monitoring Report - Pre-decision
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
Tuesday 9 September 2025	Barbel Gale	Forward Plan of Key Decisions
	Andrew Bramidge / Simon Moss / Fiona Fletcher	Progress update on the implementation Economic Inactivity Trailblazer programme
	Barbel Gale	Scrutiny Annual Report 2024-2025
	Judith Badger / Rob Mahon	July 2025-26 Financial Monitoring Report - Pre-decision scrutiny
	Andrew Bramidge / Emma Ellis	Community Safety Strategy 2025-2028 - Pre-decision scrutiny
	Judith Badger / Kevin Fisher	Investing in our Community Facilities - Pre-decision scrutiny
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
Wednesday 8 October 2025	Barbel Gale	Forward Plan of Key Decisions
	Andrew Bramidge	Rotherham Employment & Skills Strategy - Pre-decision scrutiny
	Andrew Bramidge	Selective Licensing Policy - Pre-decision scrutiny - joint with IPSC
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
Wednesday 12 November 2025	Barbel Gale	Forward Plan of Key Decisions
	Judith Badger & Rob Mahon	Medium Term Financial Strategy Update - Pre-decision scrutiny.
	Craig Cornwall, Lewis Coates & Andrew Bramidge	General Enforcement Policy - Pre-decision scrutiny
	Andrew Bramidge/Sam Barstow	Call-In - Selective Licensing
	Fiona Boden	Complaints Annual Report
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
	Barbel Gale	Forward Plan of Key Decisions

Wednesday 10 December 2025	Lindsay Wynn & Rob Mahon	2026/27 HRA Business Plan & Rent Setting - Pre-decision scrutiny
	Judith Badger	Inclusion Strategy and Annual Report – Pre-decision scrutiny
	Andrew Bramidge	Library Strategy – Pre-decision scrutiny
	Simeon Leach & Andrew Bramidge	Rotherham Employment & Skills Strategy - Pre-decision scrutiny
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
	Barbel Gale	Forward Plan of Key Decisions
Tuesday 13 January 2026	John Edwards	Council Plan and Year Ahead Delivery Plan Progress Update - Pre-decision
		Leader Q&A - to be scheduled after Council plan on the agenda.
	Judith Badger & Rob Mahon	November 2025-26 Financial Monitoring Report – Pre-decision scrutiny
	Andrew Bramidge & Andy Duncan	Strategic Community Infrastructure Levy (CIL) Update – Pre-decision scrutiny
	Judith Badger & Rob Mahon	MTFS Presentation
	Barbel Gale	Work Programme
	Barbel Gale	Forward Plan of Key Decisions
Wednesday 4 February 2026		Question and answer session, Mayor Coppard, South Yorkshire Combined Mayoral Authority.
	Judith Badger & Rob Mahon	Budget and Council Tax Report 2026-27 - Pre-decision Scrutiny
	Judith Badger & Fiona Boden	Inclusion Strategy and Annual Report - Pre-decision Scrutiny
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
	Barbel Gale	Forward Plan of Key Decisions
Wednesday 11 March 2026	Sam Barstow	Modern Slavery Transparency Statement - Annual Refresh
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
	Barbel Gale	Forward Plan of Key Decisions
Wednesday 8 April 2026	Andrew Bramidge / Simon Moss / Fiona Fletcher	Progress update on the Economic Inactivity Trailblazer programme
	Barbel Gale	Work Programme
	Each Governance Advisor	Work in progress from Select Commissions
	Barbel Gale	Forward Plan of Key Decisions
Substantive Items for Scheduling		
January 2026 & July 2026	Barbel Gale	Leader Q&A - to be scheduled after Council plan on the agenda.
Feb-26	Barbel Gale	Question and answer session, Mayor Coppard, South Yorkshire Combined Mayoral Authority.
Jul-26	John Edwards	Council Plan 2025 - 2028 & New Year Ahead Delivery Plan - Pre-decision
Completed	Andrew Bramidge	Selective Licensing - Joint with IPSC
Sep-26	Kevin Fisher & Judith Badger	Investing in our Community Facilities - An update report be provided in 12 months to include the updated condition survey results, where available.
Nov-26	Fiona Fletcher	Progress update on the implementation of the Pathways to Work Economic Inactivity Trailblazer programme
Expected March / April 2026	Joanne Hacking & Mat Dyson	Children's Commissioners Takeover Challenge
Reviews for Scheduling		
In progress	Sam Barstow	A spotlight review - Life-saving equipment and related byelaws
Off agenda briefing provided	Lynsey Linton	Spotlight Review - Agency Staff - A briefing has been provided with other aspects being picked up as part of other tasks on this work programme. Nothing further to be done at this time.
Completed	Sam Barstow	Spotlight Review - Grass Cutting / Ground Maintenance
Items to be Considered by Other Means (e.g. off-agenda briefing, workshop etc)		
Completed	Ian Spicer / Sarah Clyde / Paul Elliott	A report be provided to OSMB within three months detailing the performance information for the Employment Solutions Team.
Autumn 2026	Andrew Bramidge	An update on progress following the implementation of Waste Service Route Optimisation programme be brought back to OSMB within twelve months via an off-agenda briefing.
Autumn 2026	Andrew Bramidge	An update on the progress following the implementation of the Street Safe Team programme be brought back to OSMB within twelve months via an off-agenda briefing.
TBC	Andrew Bramidge	Replacement of refuse vehicles: Off-agenda briefings to be provided to give an update on the procurement of the new refuse vehicles and progress against the target for renewal of the fleet. These briefings should be split to represent the different phases of the programme.

TBC	Andrew Bramidge / Sam Barstow	Public on street bin collections: Off-agenda briefing to be provided regarding the emptying of public bins. This information should include details of how overflowing bins can be reported, how often collections are scheduled for and how those are monitored, what join arrangements are in place with Parish Council's, if any, and a list of the locations of bins under RMBC management, if available.
TBC	Luke Sayers	IT Systems: Workshop to be arranged for members of OSMB to understand what IT systems the Council is using, what the purpose of those systems is, are those systems as up to date as possible, how updates to those systems are managed, how the Council is using artificial intelligence (AI), is the Council using outdated technology, and was the Council spending too much or too little in this area.
TBC	Fiona Fletcher	Pathways to Work Economic Inactivity Trailblazer programme: Agreed that an off-agenda briefing be provided to share the details of the commissioned VCSE organisations and their geographic reach with members of OSMB.
Items for Future Consideration		
Apr-26	TBC	Future Rothercare Model
Cross Commission scrutiny opportunities		
Jan/Feb 2026	Andrew Bramidge	Town Centre Developments (Forge Island, Markets & Library Redevelopments: An initial site visit to be arranged to consider a midterm evaluation of the Market's redevelopment including a briefing detailing information on construction costs, the retention of market traders along with information on the plan for encouraging new businesses. The site visit is to involve Councillor Williams, Councillor Steele, Councillor Bacon, Councillor McKiernan, Councillor Tinsley, Councillor Jones, Councillor Sheppard, Councillor Members and Officers from R&E. Then to be followed by an off-agenda briefing providing a progress update for these projects, indicating if slippages had occurred, if there was underspend or overspend on any of the schemes and the proposed mitigates, if any.
TBC	Ian Spicer/Sarah Clyde	Energy Efficiency: An off-agenda briefing to be provided to members of OSMB and IPSC to provide information on the energy efficiency retrofits in social housing. This should cover aspects such as the feasibility and prioritisation of upgrades to heating systems and insulation across the borough. It would include details on how these retrofits align with the Council's net-zero goals, what potential funding was available to support this and timescales for implementation.

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