

CABINET MEMBER FOR COMMUNITY COHESION

**Venue: Town Hall, Moorgate
Street, Rotherham.**

Date: Thursday, 19th October, 2006

Time: 3.30 p.m.

A G E N D A

1. To determine if the following matters are to be considered under the categories suggested in accordance with the Local Government Act 1972.
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.
3. Apologies for Absence.
4. Declarations of Interest.
5. Minutes of the meetings held on 18th and 21st September, 2006 (herewith) (Pages 1 - 11)
6. Analysis of the Indian Community in Rotherham (report herewith) (Pages 12 - 41)
7. Reaching Out: An Action Plan on Social Exclusion (report herewith) (Pages 42 - 45)
8. The Disability Equality Duty and Disability Equality Scheme (report herewith) (Pages 46 - 49)
9. The Equality Standard for Local Government – Initial Feedback from External Audit (report herewith) (Pages 50 - 58)
10. Local Democracy Week (report herewith) (Pages 59 - 62)
11. Annual Plan for the Group

12. Exclusion of the Press and Public
The following item is likely to be considered in the absence of the press and public as being exempt under Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 (information relates to financial or business affairs).
13. Rotherham Community Resource Programme Trust Ltd. (Head of Policy and Partnerships to report)
14. Date and Time of Next Meeting - Friday, 3rd November, 2006 at 12.30 p.m.

CABINET MEMBER FOR COMMUNITY COHESION
Monday, 18th September, 2006

Present:- Councillor Hussain (in the Chair); Councillors Ali, Burton and Sangster.

42. DECLARATIONS OF INTEREST

Councillor Sangster declared a personal interest in Minute No. 48 (Big Lottery Fund) being a Board Member of Wath Montgomery Hall, a potential bidder for a specific B.L.F. programme.

Councillor Ali declared a prejudicial interest in Minute No. 55 (Monitoring Report – Infrastructure and Corporate Initiatives Fund (I.C.I.B.)) being employed by M.A.A.R.I, now managed by the Diversity Forum, which is a beneficiary of the I.C.I.B. Fund.

Councillor Burton declared a personal interest in Minute No. 55 (Monitoring Report – Infrastructure and Corporate Initiatives Fund (I.C.I.B.)) the Council's representation on the Women's Strategy Group and the proposed beneficiary of the I.C.I.B. Fund.

43. MINUTES OF THE MEETING HELD ON 17TH JULY, 2006

Resolved:- That the minutes of the meeting of the Cabinet Member for Community Cohesion held on 17th July, 2006 be approved as a correct record for signature by the Chairman.

Reference was made to Minute No. 37 (Draft International Links Policy) and confirmed that Emily Knowles had left to commence her one year sabbatical in China. Her replacement, Natalie Hunter, from Scotland, would take up the post in November. The opportunity had been taken to expand the post to include some experience in European funding issues.

44. CORPORATE EQUALITY STRATEGY ACTION PLAN PROGRESS

Consideration was given to a report presented by Zafar Saleem, Equalities and Diversity Manager, which provided an update of the Council's progress on the Corporate Equality Strategy Action Plan for the first year to April, 2006.

Positive achievements were highlighted along with actions to ensure good progress was maintained and the areas for improvement.

Particular attention was drawn to the slippage on Year 1 for the Equality Impact Assessments and actions now being taken to ensure this was being addressed, with workshops planned if considered necessary.

Equality monitoring of service user profiles, customer satisfaction and

complaints was central to the achievement of Equality Standard Level 4. Whilst some Programme Areas were proactive in their introduction of equality monitoring and data collection systems, some did not have systems in place to provide meaningful data for analysis. Equality Champions were finalising equality monitoring summary reports for their Programme Areas, which would highlight any further action. Consideration was being given to a customer records management system, which would be integrated between the different software packages used by Programme Areas in order to provide one unique identification number when populated.

Validation of the Equality Standard at Level 3 was still awaited and the decision was expected before the end of September, 2006.

Resolved:- That the good progress made on the Corporate Equality Strategy Action Plan for the first year to April, 2006 and the action by Cabinet to maintain review and delivery of the Action Plans, to ensure the two areas of slippage were addressed and the progress to achieve Level 4, be noted.

45. TRANSLATION, LANGUAGE AND COMMUNICATION (T.L.C.) POLICY

Consideration was given to a report presented by Zafar Saleem, Equalities and Diversity Manager, introducing the new Translation, Language and Communication (T.L.C.) Policy, which had been approved by Cabinet.

The policy would seek to provide information to its service users and customers in formats and languages they could understand.

Specific reference was made to the current translation context, the policy's objectives, operational guidelines, monitoring, value for money and benchmarking. A review was also taking place of the services being provided with a view to providing a single translation service.

Members welcomed this policy, but suggested that consideration be given to the literal translation of messages into certain languages as this was often difficult to understand and the translation often obscure, preferring a basic and simple approach to getting the message to the reader. In addition, consideration also needed to be given to the website translations as raised by the Cabinet and the character format that appears on some computers resulting in square boxes instead of text in some circumstances.

There were various sources for advice and assistance, but often translation services were accessed from a South Yorkshire pool or the British Sign Language Association and were often costly. A breakdown by Programme Area cost would be made available to Members.

A review of the service, including calculation of the percentage of sub-

regional support, would be undertaken and submitted to Members in due course.

Resolved:- That the Translation, Language and Communication (T.L.C.) Policy be endorsed.

46. WOMEN'S STRATEGY

Consideration was given to a report presented by Zafar Saleem, Equalities and Diversity Manager, which provided the rationale for a Women's Strategy for Rotherham and an overview of the work to date on the development of the Multi-Agency Women's Strategy.

Specific reference was made to why Rotherham needed a Strategy, the approach to developing the framework, consultation which had already started, work for the sub-groups, format and initial ideas for the content.

The work on this Strategy would contribute to meeting the forthcoming positive duty to promote equality between men and women. Failure to consider the needs and priorities of women in all areas of the Council's work would mean the Council were not in compliance with this new gender equality duty.

The Strategy had been approved by the Chief Officers Group for the Local Strategic Partnership and would be submitted to the Local Strategic Partnership on the 28th September, 2006.

Members welcomed this Strategy and hoped it would address equality issues across the whole of the Council and not just in isolation.

Resolved:- That the contents of the report be noted and endorsed.

47. ROTHERHAM VOLUNTARY SECTOR STRATEGY

Consideration was given to a report presented by Colin Bulger, Head of Policy and Partnerships, which detailed how the Council had commissioned Voluntary Action Rotherham to research and draft a Strategy for the Voluntary Sector.

The voluntary and community sector was being given growing prominence by Central Government, with the Treasury engaging in a comprehensive review of the voluntary sector to determine what spending, financial service and tax policies stood in the way of groups delivering services. An interim report was expected before the end of the year after consultation with organisations. A key ambition of this review would be to move to a more "mixed" economy of provision of services whereby some services traditionally delivered by local authorities could be delivered by the voluntary and community sector.

It was as a result of this increasing Government pressure for change and

the need for a local vision and plan that the Council asked Voluntary Action Rotherham to develop a Voluntary Sector Strategy, which would help point out a direction for the sector and inform the Council's approach to the sector as a whole.

As a result of difficulties the draft was delayed by Voluntary Action Rotherham and was subsequently developed by a Consultant who had been retained by Voluntary Action Rotherham to progress the Strategy further.

The Voluntary Sector Strategy was in draft format and the opinion of the Council would have an impact on it. Various amendments had been suggested and these were referred to and detailed in the report.

Members took account of the detail in the report and did not feel that the draft Strategy took account of the need to deliver services in order to improve the lives of the people involved. There was a need for involvement with local groups whose funding streams were time limited and weakened by Government policy.

The Base Budget Review process would also address some of the concerns being raised about the voluntary and community sector in order to deliver services with a co-ordinated approach. There was a clear need to work with the community and voluntary sector in order to develop social enterprise and support the good work being provided.

A meeting was, therefore, suggested, in order to improve and move the Strategy forward, with Voluntary Action Rotherham at the earliest opportunity.

Resolved:- (1) That the Draft Voluntary Sector Strategy be noted.

(2) That a meeting be arranged as soon as possible with officers from the Council with Voluntary Action Rotherham in order to progress the development of the Rotherham Voluntary Sector Strategy.

48. BIG LOTTERY FUND

Consideration was given to a report presented by Waheed Akhtar, Partnership Officer, which provided an overview of the various Big Lottery Fund (B.L.F.) programmes for 2006-09 and their potential impact on delivery of the Corporate Plan, Community Strategy and Local Area Agreement.

Further information was provided on the Big Lottery Fund and the various programmes accessible to the Council and local partners and attention drawn to the pending Council bids and the major bids that the Council was aware of from voluntary and community sector organisations.

Given the range of Big Lottery Fund programmes and the number of

existing and potential Council bids, it was recommended that there was some co-ordination across the Council. This would help to avoid duplication, enable bids to be checked for consistency with corporate priorities and make it easier to share good practice and feedback from bid assessors. Opportunities for joint working could also be more easily identified and partners and other external agencies (including B.L.F.), would have a single point of contact for enquiries.

It was suggested that the Big Lottery Fund information be fed into the Base Budget Review process to show clearly which groups were in a sustainable position.

Resolved:- (1) That the content of the report be noted.

(2) That updates on Big Lottery Fund, as part of a regular report on external funding bids/programmes, be provided on a quarterly basis.

49. NEIGHBOURHOOD RENEWAL FUND AND SINGLE REGENERATION BUDGET - UPDATE

Consideration was given to a report presented by Ian Squires, Regeneration Funding Manager, which provided a brief update on the current activity within both the Neighbourhood Renewal Fund (N.R.F.) 2006/08 Programme and also the Single Regeneration Budget (S.R.B.) Round 6.

Further information was provided on the External Funding Steering Group, which co-ordinated the funding decisions made within Rotherham, its overall aim, the N.R.F. Community Chest element, N.R.F. contracts position and future monitoring, Area Assemblies, S.R.B. Activity, new projects approved and the Quarter 1 performance summary.

Elected Members would be kept involved with the activities taking place through information sharing sessions and workshops.

Resolved:- (1) That the progress on both funding streams and the updates be noted.

(2) That regular reports on external funding bids/programmes be provided on a quarterly basis.

50. POSITION STATEMENT FOR GYPSIES AND TRAVELLERS IN ROTHERHAM

Consideration was given to a report presented by Angela Smith, Neighbourhood Strategy Manager, which provided a summary of contextual information about the Gypsy and Traveller Community in Rotherham and the potential implications for the Council in meeting the needs of Gypsies and Travellers in the borough.

The Housing Act 1994 placed a legal duty on local authorities to assess the needs of Gypsies and Travellers. Furthermore, the Housing Act 2004 required local authorities to include Gypsies and Travellers in their local housing needs assessments and to take a strategic approach, which included developing a strategy to demonstrate how the needs of this community would be met, as part of their wider housing strategies.

The Council was currently developing a baseline for the work that needed to be developed and implemented in order to allow compliance with these requirements.

The absence of reliable local and national data on the size of the Gypsy and Traveller population was mirrored in the lack of information about their housing needs and aspirations and their access to wider services provided by statutory and non-statutory agencies. Gypsies and Travellers were rarely included as separate racial groups in national, local or sector based monitoring systems, despite being recognised as separate racial groups within key legislation. Subsequently, little information was known about their experiences or needs, which, therefore, tend to be overlooked.

Rotherham had not offered any Traveller site provision since 1996, when the site at Dinnington was closed. The site had existed for many years and was in an area that had a long tradition of Travellers settling in the community. In addition, many Travellers who lived in settled accommodation in the borough were reluctant to declare themselves as Gypsies or Travellers and tended to indicate White British on any forms they completed for fear of harassment or discrimination.

To enable the Council to create and support sustainable, integrated communities where Gypsies and Travellers have equality of access to suitable accommodation, education, health and welfare provision and where there was mutual respect between all communities, there were some areas of work needing to be developed. These included:-

- Development of Gypsy and Traveller Strategy and Action Plan.
- Raising awareness of Gypsies and Travellers to all employees in relation to cultural diversity.
- Establishing a Forum with Gypsies and Travellers at borough and/or sub- regional level.
- Making wider links with strategic authorities on the local travelling route(s)
- Development, implementation, monitoring and review of accurate detailed monitoring information of all Gypsies and Travellers approaching any service area across the borough.
- Undertaking of mapping exercise and full housing and support needs analysis.
- Establishment of working group with corporate responsibility for Gypsies and Travellers.
- Developing a protocol for the sharing of information at borough, sub-regional and wider levels.

- Provision of a Floating Support Worker.
- Drop-in advice service.

An updated copy of the Action Plan was circulated to all those present.

Members acknowledged the need for action to be taken and the difficulties associated with data collection. However, to assist in progressing this issue it was suggested that a meeting be arranged with the relevant Cabinet Members for Community Cohesion, Neighbourhoods and Economic Regeneration and Development Services.

Members took account of the criticism Rotherham had received for not having an available site for the Gypsy and Traveller community, but would seek to rectify the problem rather than this be a Government Office directive once information for demand and suitable land availability had been identified.

Resolved: (1) That the content of this summary and the report be noted.

(2) That the Action Plan, as set out in the full report, in order to achieve an accurate baseline be endorsed.

(3) That a meeting be arranged with the Cabinet Members for Community Cohesion, Neighbourhoods and Economic Regeneration and Development Services at the earliest opportunity in order to progress this issue forward.

51. SYNOPSIS REPORT OF THE ASYLUM PROGRAMME

Consideration was given to a report presented by Andrew Crowley, Asylum Seeker Team Leader, which outlined the current position of the Asylum Programme in Rotherham.

Further updated information about asylum seekers in Rotherham was circulated to all those present.

Reference was made to the Asylum Programme and the changes since January 2005. The numbers have remained constant despite the changes in the support arrangements. The Accommodation Providers now operated under new contracts with the Home Office.

Members were informed that the Government was introducing a range of new initiatives to better manage the asylum system. The National Asylum Support Service was being remodelled as the New Asylum Model. This would provide for a named worker who was responsible for both providing the support and determining the claim of an asylum seeker. It was intended to make initial decisions faster and to identify at an earlier stage those applicants who were likely to fail and who could be readily removed from the country.

The Home Office have a clear agenda to increase the removal rate of failed asylum applicants. Another method to ensure that failed applicants leave the country is to increase the value of the Voluntary Assisted Return and Reintegration Programme. A six month trial of the enhanced programme had recently come to an end. Balanced against these initiatives is the ever present number of failed and destitute asylum seekers in Rotherham. Due to the marginalised nature of this group of people it was hard to be exact with the numbers. The Local Authority was supporting a small number of this group of people under its duties of the 1948 National Assistance Act. This had created a resource issue for Adult Services.

New arrangements are being developed by the Home Office for the support of Unaccompanied Asylum Seeker Children. In Rotherham there were currently ten such children being supported, the majority of whom were over sixteen. These were children who were on their own in this country. There was a proposal for setting up regional centres for the initial support of such children who would then be dispersed to 'approved' local authorities within the region. The management of this group of asylum seekers was with Children and Young Peoples Services.

A more comprehensive way of meeting the needs of asylum seekers was through "Rotherham New Lives". This was a local strategy which dealt with the needs of asylum seekers and refugees. The strategy was being consulted upon and would be altered to reflect the points raised during the consultation.

It was confirmed that the contract would be affected if the numbers of asylum seekers continued to fall. This could result in the renegotiation of a new contract and was core driven by the Home Office.

Resolved:- That the contents of the report be noted.

52. RURAL STRATEGY

Consideration was given to a report presented by Colin Bulger, Head of Policy and Partnerships, which detailed the response to the Year Ahead Commitment (6) to complete work on a Rural Strategy and outlined progress in its development and identified the main activities to complete.

It was noted that an all Elected Member Seminar was to be arranged on Tuesday, 17th October, 2006 at 9.00 a.m. on this issue and any comments made would be taken into account.

Resolved:- That the good progress in the development of the Strategy, and the timetable for its completion be noted.

(2) That the intention for the Strategy to be sent out for consultation be noted.

(3) That the Strategy be referred to the Rotherham Partnership for their consideration and that the Rotherham Partnership be asked if they wish to agree to extend the remit of the Strategy to being a multi-agency document.

(4) That a further report, presenting a final Rural Strategy following consultation, be received.

53. COMMUNITY COHESION FORWARD PLAN

Colin Bulger, Head of Policy and Partnerships, circulated a copy of the Community Cohesion Forward Plan for all those present. Reports by Neighbourhoods were yet to be included.

Resolved:- That the Community Cohesion Forward Plan contents be noted.

54. EXCLUSION OF THE PRESS AND PUBLIC

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 (information relates to financial or business affairs).

55. MONITORING REPORT - INFRASTRUCTURE AND CORPORATE INITIATIVES FUND (ICIB)

Consideration was given to a report presented by Zafar Saleem, Equalities and Diversity Manager, which provided an updated profile of spend against the 2006/2007 budget forecast and sought approval to re-profile one existing commitment and commit unallocated monies to advice and information services.

Specific reference was made to the purpose of the I.C.I.B. Fund, the funding profile and to which groups received funds.

To assist in allocating some underspends and unallocated funds various proposals were put forward.

Resolved:- That the contents of this report be noted.

(2) That the re-profiling of the ring fenced monies for B.M.E. Strategy work to the new Women's Strategy development plan as a one-off payment in 2006/2007 be approved.

(3) That the uncommitted monies advice be allocated to migrant communities via the Citizen's Advice Bureau as a one-off payment in 2006/2007 be approved.

56. DATE AND TIME OF NEXT MEETING

Resolved:- That the date and time of the next meeting be re-arranged and an additional meeting be included as follows:-

Thursday, 19th October, 2006 at 3.30 p.m.

Friday, 3rd November , 2006 at 12.30 p.m.

CABINET MEMBER FOR COMMUNITY COHESION
Thursday, 21st September, 2006

Present:- Councillor Hussain (in the Chair); Councillors Ali and Burton.

An apology for absence was received from Councillor Sangster.

57. VISIT TO LONDON

Consideration was given to the invitation for Councillors to visit Grosvenor House, Park Lane, London to meet His Excellency General Pervez Musharrah, President of the Islamic Republic of Parkistan, by Dr. Maleeha Lodhi, High Commissioner for Parkistan on Friday, 29th September, 2006 at 3.00 p.m.

It was reported that there was a need to promote community cohesion in Rotherham and this was an ideal opportunity to raise awareness nationally.

Resolved:- (1) That the invitation to visit London on 29th September, 2006 be accepted.

(2) That approval be given to Rotherham's attendance on the visit, with the delegates being Councillor Mahroof Hussain and Councillor Jahangir Akhtar.

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
--

1.	Meeting:	Community Cohesion Delegated Powers
2.	Date:	19th October 2006
3.	Title:	Analysis of the Indian Community in Rotherham
4.	Programme Area:	Chief Executive's Department

5. Summary

This report invites the Panel to consider the main findings from a report commissioned by the Research and Policy team in Rotherham MBC to examine the Indian population in Rotherham. The report represents a wider approach adopted by the Research and Policy Team to help develop a greater understanding of the needs and priorities of the many communities in Rotherham based on the community of interest groups identified in the Neighbourhood Renewal Strategy. The findings will have implications for policy and service delivery.

This report is the sixth in a series of reports which will be produced by the Research and Policy Team over the next twelve months. The Research and Policy team aim to produce ten reports over the next twelve months on the main (and diverse) communities of interest in the Borough. To date, five other reports have been completed; Older people, Irish community, Women, Chinese and the Pakistani community.

6. Recommendations

The Panel is asked to:

Consider and discuss the main findings from the report as outlined in section 7 of this report

Agree that the findings of the report be taken into account by Programme Areas in developing policies and services

Agree that dissemination of the key findings to Programme Areas and interested partner agencies be undertaken.

Note that this is the sixth in a series of reports to be developed by the Policy and Research Team looking at the needs and priorities of the main (and diverse) communities of Interest in the Borough.

7. Proposals and Details

Background

The analysis of the Indian community in Rotherham is the sixth in a series of reports, which seeks to develop a greater understanding of Communities of Interest in Rotherham. Better information and Research is part of the Year Ahead commitment to further understand local needs in order to plan and deliver more effective services for local people in Rotherham. Its findings will be made widely available, and help to shape and inform services and policies by the Council and partners.

The improvement of available data from various sources and the development of more sophisticated approaches to profiling through for example the Council's involvement in the Audit Commission's Area Pilot Profile have enabled the Policy and Research Team to develop a more in depth understanding of the needs and priorities of its many of its communities.

Main Findings

Demographic Characteristics

- Rotherham's Indian population stands at 0.2 per cent of the total Borough population.
- As a percentage of the total population, the Indian population in Rotherham is much lower than the national average (2.0 per cent) and the regional average (1.0 per cent)
- The Indian population in Rotherham has not increased between the 1991 and 2001 Census.
- 4.9 per cent of Rotherham's total ethnic minority population is Indian. This is significantly lower than the national average and slightly lower than all Rotherham's neighbouring authorities.
- The Indian population is mostly confined to the urban areas of the Borough. Most of the population is located to the south of the Town Centre but smaller population numbers are dispersed around other areas of the Borough.
- The Indian population in Rotherham has significantly less people aged 50 and over (just over 1 in 4) and less children under 16 (less than 1 in 5) than the rest of the population with a larger proportion of people aged between 16 and 49.
- Whereas the total population in Rotherham has more people aged over 50 (1 in 3) compared to children aged under 16 (1 in 5). The current demographic pattern of the Indian community in Rotherham points towards a future ageing population more acute than the pattern experienced in the rest of the Borough.

Ethnicity and Religious Characteristics

- Approximately 36 per cent of the Rotherham Indian population were born in the UK while 55 per cent were born in India.

- The Indian community in Rotherham practice a diverse range of religions. Hindu was the main religion accounting for 44.0 per cent while Sikhism was practiced by 28.6 per cent of the population. 10.5 per cent of the population were Muslim, 7.2 per cent were Christian and just 2.6 per cent stated they were not religious.

Crime

- In Rotherham, the 2005/6 MAARI report (Multi Agency Approach to Racial Incidents) shows that between April 2005 and March 2006 a total of 376 racially motivated incidents were reported.
- Eight per cent of all reported incidents were from Indian.

Family and Living Characteristics

- The Indian population in Rotherham has a higher proportion of married couples compared to the Borough average (63.5% compared to 40.6%).
- The Indian community in Rotherham has significantly lower numbers of lone parent families (3 per cent) compared with the Borough average (10 per cent).
- The Indian community in Rotherham have one of the lowest rate across all ethnic groups of children living in workless households (1 in 10 compared to 1 in 5 of the total Borough population).

Education

- Across all ages the Indian population in comparison to the total Borough population has a significantly lower proportion of people without any qualifications.
- The Indian population have a significantly higher proportion of people who are qualified to level 4 or 5. Currently this stands at just over 59 per cent which is significantly higher than the rest of the Borough.
- In the 25-34 age group 72 per cent of the Indian population have a highest level qualification of level 4 or 5. This is over 5 times higher than the level 4 or 5 qualification obtained in the rest of the population.

Household Characteristics

- In 2001, 74 per cent of the Indian population (by Household Reference Person) owned their home (either owned outright, owned with mortgage or shared ownership) compared with 65 per cent in the Borough overall.
- In 2001, 5 per cent of Indian residents living in the Borough rented from the Local Authority compared to 23 per cent of the total Borough average.
- 83 per cent of households in the Indian population have at least one car or van, this is a higher proportion than the overall Borough population which shows car ownership of 70 per cent.
- In 2006, Free School Meal eligibility (FSM) for Indian pupils in primary and secondary education in Rotherham stands at less than 1 per cent. This is

much lower in comparison to the total Borough average FSM rate of 19 per cent.¹

Health Characteristics

- Across the age spectrum, the Indian population are proportionately less likely to suffer from a limiting long term illness compared to the total Rotherham population (1 in 8 and 1 in 4 respectively).

Economic Characteristics

- The 2001 Census shows an **unemployment** rate within the Indian population identical to the unemployment rate in the rest of the Borough at 4 per cent.
- Overall, the Indian population has higher rates of **economic activity** than the the rest of the Borough.
- Indian residents aged over 25 are proportionately less likely to be **economically inactive** due to permanent sickness or disability. This is the lowest rate for the Borough.
- Indian men and women aged over 25 have a proportionately higher employment rate compared to the total Borough employment rate for men and women aged 25 and over.
- Indian residents aged 25 years and over are four times as likely to be self-employed when compared to the total Borough population aged 25 and over.

8. Finance

There are no direct and significant financial implications with this report. The study itself was completed within existing research budgets.

9. Risks and Uncertainties

It is essential that the findings from this report which identify the needs and priorities of this particular community in the Borough are used to help shape and inform services and policies by the council and partners.

10. Policy and Performance Agenda Implications

Developing more sophisticated approaches to profiling communities of interest enables the council to develop a more in depth understanding of the needs and priorities of its many communities. This sophisticated approach identifies and highlights any gaps in research and consultation relating to specific communities of Interest enabling bespoke targeting and consultation within these groups.

Developing and implementing a coherent approach to research, consultation and intelligence is pivotal to a wider network of plans, strategies and initiatives such as the Neighbourhood Renewal Strategy, Chief Executive Service Plan, Local Area Agreement and The Audit Commissions Area Profiling Pilot project. Developing this

¹ PLASC 2006, Rotherham MBC, Children & Young People Services

approach to understanding the needs of our communities also contributes to the development of key strategic documents such as the Corporate Plan. It is envisaged that the report along with others that are developed in the future will play a key role in shaping and informing future policy and service delivery across the Borough and by all partners.

11. Background Papers and Consultation

The report has been developed following detailed analysis and desk based research. Guidance was also given through the Audit Commission's Pilot Area profiling project.

It is envisaged that this report along with future reports that are produced are disseminated across programme areas and key partner agencies. It is also envisaged that these reports will be made available to the voluntary, community and not for profit sectors and the public via the RMBC internet to support and maximise funding opportunities for specific communities of Interest in the Borough.

It is hoped that the findings of this report will enable the council to establish and maintain effective ways to consult with communities of Interest and will drive forward community involvement and consultation in relation to policy and service delivery across the Borough.

Contact Names:

Lee Adams, Assistant Chief Executive, Chief Executives Office
lee.adams@rotherham.gov.uk, tel: 82(2788)

Miles Crompton, Research Co-ordinator, Chief Executives Office
miles.crompton@rotherham.gov.uk, tel: 82(2763)

Andrew Towlerton, Policy and Research Manager, Chief Executives Office
andrew.towlerton@rotherham.gov.uk, tel: 82(2785)

Catherine Dale, Research and Statistics Officer, Chief Executives Office
Catherine.dale@rotherham.gov.uk, tel: 82(2763)

Analysis of the Indian Community in Rotherham

October 2006

Report by

Catherine Dale, Research Officer, & Matthew Woodward, Research Assistant

Policy & Research, Chief Executives Office, Rotherham MBC

List of Contents

Section 1	Introduction & National Context	Page 3
Section 2	Summary	Page 7
Section 3	Demographic Characteristics	Page 10
Section 4	Ethnicity and Religious Characteristics	Page 13
Section 5	Family and Living Characteristics	Page 15
Section 6	Health Characteristics	Page 16
Section 7	Household Characteristics	Page 18
Section 8	Economic Characteristics	Page 19
Section 9	Education Characteristics	Page 22
Section 10	Crime Characteristics	Page 23
Section 11	Summary	Page 23

1. Introduction - National Context & the needs of the Indian Community

1.1 Background

The Analysis of the Indian Community in Rotherham is the sixth in a series of reports, which seeks to develop a greater understanding of Communities of Interest in Rotherham. Its findings will be made widely available, and help to shape and inform services and policies by the Council and partners.

This report represents a wider approach adopted by the Research and Policy Team in the Chief Executives Department of Rotherham MBC to help develop a greater understanding of the needs and priorities of the many communities in the Borough.

The improvement of available data from various sources and the development of more sophisticated approaches to profiling through for example the Council's involvement in the Audit Commission's Area Pilot Profile have enabled the Policy and Research Team to develop a more in depth understanding of the needs and priorities of its many of its communities. In May 2006, the Audit Commission identified Rotherham's approach to profiling as an "*Example of Best Practice*"

1.2 National Context

In terms of demographics, the Indian population form one of the largest minorities in the population of England, accounting for 2.0 per cent or just over 1 million of the total population in 2001. It is also the most ethnically diverse population identified in the Census. An example of diversity within the Indian population can be identified when analysing the religious affiliation of the community whereby 13 per cent are Muslim, 29 per cent are Sikh and 45 per cent are Hindu.

In terms of the non-white population, Indian people account for 23.1 per cent nationally. Since 1991, the growth of the Indian population in the UK has been mainly due to natural growth and not from immigration. The table below shows the change in population since the 1991 Census.

Table 1.1 –National working age population, 1991 and 2001 Census

	1991 WORKING AGE (NUMBERS)	2001 WORKING AGE (NUMBERS)	INCREASE (NUMBERS)	INCREASE (TOTAL PER CENT)
Indian	547,098	723,404	176,303	24.3
White	31,701,853	32,224,206	522,353	1.6
All	33,589,496	35,158,421	1,568,925	4.7

The Indian population grew just over 24 per cent between 1991 to 2001. Furthermore, the 2003 mid-year population estimates show a 7.6 per cent growth in the UK Indian population since the 2001 Census. This increase is a result of natural increase and international migration but the increase is not as significant as with many other ethnic minorities.

Mass migration from India to the UK began in the 18th and 19th Centuries as the Parsi community of Gujarat and the Bengali community arrived in Britain as qualified lawyers, doctors and professionals to settle and work. The Parsis dominated the Indian community in the UK as the earliest settlers. During the First and Second World Wars, many British Indian Army soldiers who were part of the war effort, settled down in Britain.

The largest settlements however, occurred after 1947. The first influx of Indians into the UK from post independence India took place in the 50s and 60s. Large numbers of workers, mainly of Punjabi origin went to the UK in the aftermath of the post World War II. The second major wave was in the 60s and 70s, when large numbers of Gujarati origin were forced to leave British Colonies in East Africa.

1.4 Disadvantage

Research provides evidence of continuing disadvantage among minority groups. Nevertheless, the wide variation between specific groups contradicts the notion that being a member of a minority group is, in itself, associated with disadvantage.¹

¹ Poverty and prosperity among Britain's ethnic minorities, Richard Berthoud, (2000)

1.5 Health

In the 2004 Health Survey for England (Health of Ethnic Minorities), 69 per cent of Indian men and 71 per cent of women self reported their health as being either good or very good compared with 77 per cent and 74 per cent for the equivalent in the general population.

The report also found that Indian men and women had higher prevalence of angina or heart attacks than the general population. The prevalence of ischaemic heart disease or strokes was most prevalent for females over 55 in the Indian population.

Around 20 per cent of Indian men and 5 per cent Indian women were current cigarette smokers in 2004. For men, this figure was lower than other ethnic groups and for women was one of the lowest figures.

Ethnic minorities on the whole tend to consume more portions of fruit and vegetables per day. The Indian population is no exception to this and fruit and vegetable consumption was amongst the highest amongst women and over one third of Indian men consumed the recommended guidelines of five portions of fruit and vegetables.

1.6 Education

Nationally, the Indian population has high levels of educational attainment. Among the Indian population aged 16-24, only eleven per cent have no qualifications, compared with 16 per cent of White Britons. Among those aged 25-34, 63 per cent are graduates compared with 16 per cent of White Britons.²

The proportion of graduates from the Indian population also increased between 1991 and 2001 by more than 10 percentage points, thus closing the gap between the Indian population and White British.

1.7 Employment

A report by the Department of Work and Pensions (DWP) in 2004/5 shows that the employment rate for Indian men aged 25 and over is most similar to their White British counterparts. The employment rate stood at 82 per cent and unemployment

² Households below Average Income, DWP, 2004/5

was 5 per cent in the 2001 Census, both of which are within one percentage point of White British equivalents.³

Despite the Indian population having similarly comparable educational attainment with White Britons, Indians have significantly poorer outcomes in the labour market. Indian men's odds of employment, even when taking into account age, qualifications, health and other characteristics, were half those for White Britons and the chances of unemployment were 50 per cent higher.

1.8 Crime

The 2004/05 British Crime Survey found that risks of becoming victims of racially motivated crimes were low across the groups. Less than 1% of White population had been victims of racially motivated crimes, and the comparable figure was 2% among people from Mixed, Asian and Black ethnic groups. Comparable figures for the Indian Community are not available.

The overall number of racist incidents recorded by the police in England and Wales rose by 7% from 54,286 in 2003/4 to 57,902 in 2004/5. Most forces showed an increase in the number of incidents. Racist incidents recorded by the South Yorkshire Force area rose by 25% between 2003/4 and 2004/5.⁴

Table 1.2 Racist incidents for police force areas 1997/8 to 2004/5

Police force area	1997/8	1998/9	1999/00	2000/1	2001/2	2002/3	2003/4	2004/5	<i>% Change 2003/4 to 2004/5</i>
South Yorkshire	213	293	557	698	698	754	787	987	25
England & Wales	13,936	23,072	47,829	53,060	54,858	49,340	54,286	57,902	7

2. Summary of the Indian Community in Rotherham

2.1 Demographic Characteristics

- Rotherham's Indian population stands at 0.2 per cent of the total Borough population.

³ Ethnic Minority populations and the labour market: an analysis of the 1991 and 2001 Census, DWP (2004/5)

⁴ Home Office report - Statistics on Race and the Criminal Justice System - 2005

- As a percentage of the total population, the Indian population in Rotherham is much lower than the national average (2.0 per cent) and the regional average (1.0 per cent)
- The Indian population in Rotherham has not increased between the 1991 and 2001 Census. Moreover, the Indian population accounts for just over 6 per cent of the BME population according to the Census 2001, compared with 10 per cent in 1991 (based on non white BME population). This is due to an increase in the overall BME population while the Indian population remained stagnant.
- 4.9 per cent of Rotherham's total ethnic minority population is Indian. This is significantly lower than the national average and slightly lower than all Rotherham's neighbouring authorities.
- In 2006 Indian pupils account for 0.17 per cent of all pupils in Rotherham's Schools.
- The Indian population is mostly confined to the urban areas of the Borough. Most of the population is located to the south of the Town Centre but smaller population numbers are dispersed around other areas of the Borough.
- The Indian population in Rotherham has significantly less people aged 50 and over (just over 1 in 4) and less children under 16 (less than 1 in 5) than the rest of the population with a larger proportion of people aged between 16 and 49.
- Whereas the total population in Rotherham has more people aged over 50 (1 in 3) compared to children aged under 16 (1 in 5). The current demographic pattern points towards a future ageing population more acute than the pattern experienced in the rest of the Borough.

2.2 Ethnicity and Religious Characteristics

- Approximately 36 per cent of the Rotherham Indian population were born in the UK while 55 per cent were born in India.
- The Indian community in Rotherham practice a diverse range of religions. Hindu was the main religion accounting for 44.0 per cent while Sikhism was practiced by 28.6 per cent of the population. 10.5 per cent of the population were Muslim, 7.2 per cent were Christian and just 2.6 per cent stated they were not religious.

2.3 Family and Living Characteristics

- The Indian population in Rotherham has a higher proportion of married couples compared to the Borough average (63.5% compared to 40.6%).
- The Indian community in Rotherham has significantly lower numbers of lone parent families (3 per cent) compared with the Borough average (10 per cent).
- The Indian community in Rotherham have one of the lowest rate across all ethnic groups of children living in workless households (1 in 10 compared to 1 in 5 of the total Borough population).

2.4 Health Characteristics

- Across the age spectrum, the Indian population are proportionately less likely to suffer from a limiting long term illness compared to the total Rotherham population (1 in 8 and 1 in 4 respectively).

2.5 Household Characteristics

- In 2001, 74 per cent of the Indian population (by Household Reference Person) owned their home (either owned outright, owned with mortgage or shared ownership) compared with 65 per cent in the Borough overall.
- In 2001, 5 per cent of Indian residents living in the Borough rented from the Local Authority compared to 23 per cent of the total Borough average.
- 83 per cent of households in the Indian population have at least one car or van, this is a higher proportion than the overall Borough population which shows car ownership of 70 per cent.
- In 2006, Free School Meal eligibility (FSM) for Indian pupils in primary and secondary education in Rotherham stands at less than 1 per cent. This is much lower in comparison to the total Borough average FSM rate of 19 per cent.⁵

⁵ PLASC 2006, Rotherham MBC, Children & Young People Services

2.6 Economic Characteristics

- The 2001 Census shows an unemployment rate within the Indian population identical to the unemployment rate in the rest of the Borough at 4 per cent.
- Overall, the Indian population has higher rates of economic activity than the the rest of the Borough.
- Overall, 24.6 per cent of the Indian population (16 and over) are economically inactive compared with 36 per cent for the Borough overall. Moreover, 63 per cent of the Indian population between 16 and 24 are economically inactive compared with 31 per cent for the Borough. This is mainly due to the high proportion of Indian residents being of student status. This shows a higher level of young adults in education compared with the rest of the Borough.
- Indian residents aged over 25 are also proportionately less likely to be economically inactive due to permanent sickness or disability. This is the lowest rate for the Borough.
- Overall there proportionally more Indian men in employment than Indian women.
- Indian men and women aged over 25 have a proportionately higher employment rate compared to the total Borough employment rate for men and women aged 25 and over.
- Indian residents aged 25 years and over are four times as likely to be self-employed when compared to the total Borough population aged 25 and over.

2.7 Education Characteristics

- Across all ages the Indian population in comparison to the total Borough population has a significantly lower proportion of people without any qualifications.
- The Indian population have a significantly higher proportion of people who are qualified to level 4 or 5. Currently this stands at just over 59 per cent which is significantly higher than the rest of the Borough.
- In the 25-34 age group 72 per cent of the Indian population have a highest level qualification of level 4 or 5. This is over 5 times higher than the level 4 or 5 qualification obtained in the rest of the population.

2.8 Crime Characteristics

- In Rotherham, the 2005/6 MAARI report (Multi Agency Approach to Racial Incidents) shows that between April 2005 and March 2006 a total of 376 racially motivated incidents were reported.
- Eight per cent of all reported incidents were from Indian.

3. Demographic Characteristics

The size of Rotherham's ethnic minority communities (all other than white) is relatively small at 7,712 or 3.1 per cent of the total population. For England & Wales, the figure is 8.7 per cent.

According to the Census 2001, Rotherham has slightly lower numbers of Indian people living in the Borough (0.2 per cent) compared with the national average of 2 per cent and the regional average of 1 per cent.

The Indian population in Rotherham has not increased between the 1991 and 2001 Census. Moreover, the Indian population accounts for just over 6 per cent of the BME population according to the Census 2001, compared with 10 per cent in 1991 (based on non white BME population). This is due to an increase in the overall BME population while the Indian population remained stagnant.

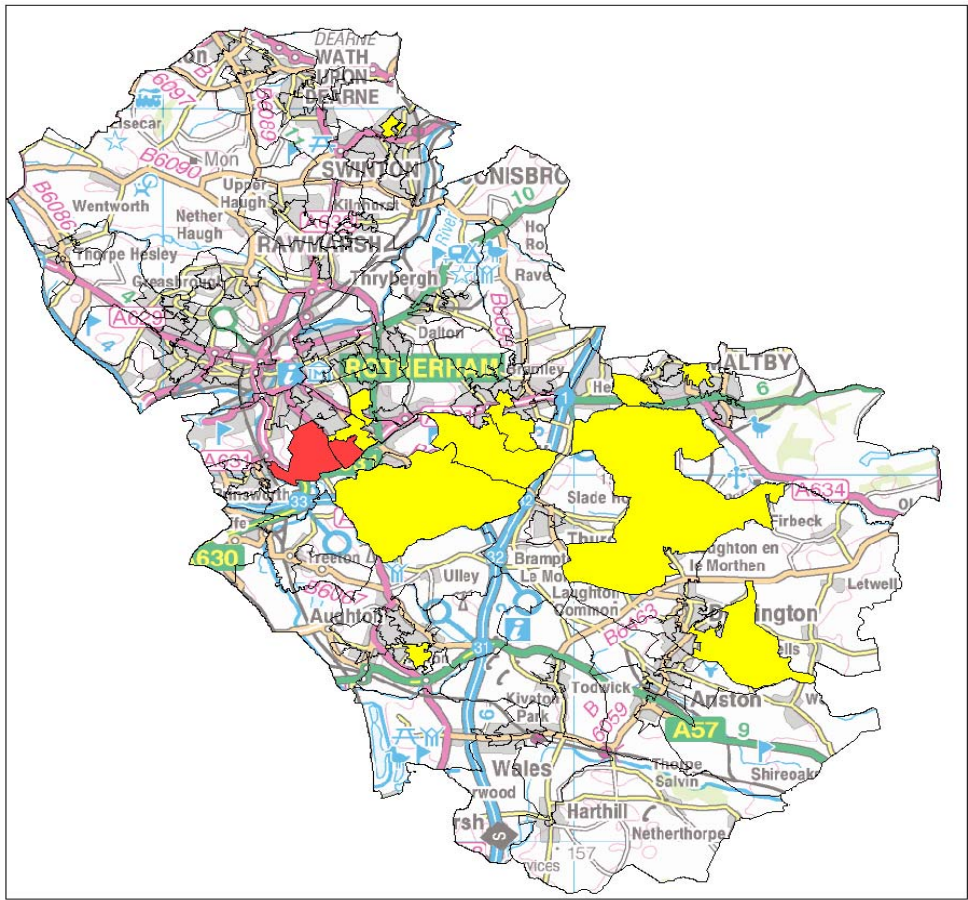
4.9 per cent of Rotherham's total ethnic minority population is Indian. This is significantly lower than the national average and slightly lower than all Rotherham's neighbouring authorities (Doncaster, Barnsley, Sheffield). According to the Pupil Level Annual School Census 2006, Indian pupils account for 0.17 per cent of all pupils in Rotherham schools.

Fig. 3.3 below shows the geographical density of Indian people living in Rotherham from the 2001 Census. These are the only Super Output Areas (SOAs) in Rotherham that have the most significant numbers of Indian people within them. Other SOA's in the Borough have less than 12 people of Indian ethnicity.

Fig 3.3 Geographical location by SOA

SUPER OUTPUT AREA CODE	SUPER OUTPUT AREA NAME	INDIAN POPULATION PER CENT OF PERSONS 2001	INDIAN POPULATION (TOTAL NM) 2001
E01007787	Moorgate West	6.98	107
E01007713	Moorgate East	1.75	28
E01007672	Aston South	1.23	18
E01007814	Whiston South and Morthen	1.12	12
E01007690	Wickersley South	0.85	13
E01007712	Broom South	0.69	12

Indian Population In Rotherham by Super Output Area



- 1.7 to 6.98 % of Super Output Area population
- 0.5 to 1.7% of Super Output Area population

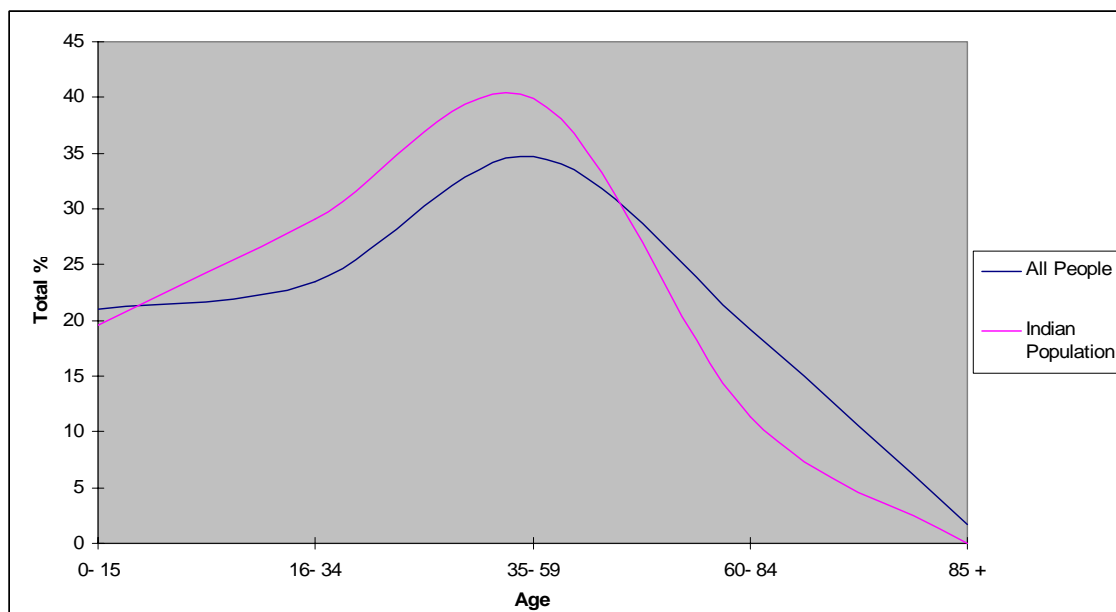
The map and data shows that there are only two SOA's with significant numbers of Indian people within them (highlighted in red). Overall, the population is dispersed across the Borough with only a small number of people living within various SOA's. As the total Indian population of most of the SOA's is so small, it is difficult to accurately map the location of the population due to the fact many families may have moved into or out of an SOA since the 2001 Census.

3.1 Age Breakdown

The chart below shows the age breakdown of the Indian population in Rotherham in comparison to the total Borough population based on 2001 Census data. Rotherham has more people aged 50 and over (1 in 3) compared with children aged under 16 (1 in 5) thus the population is ageing. However, the Indian population has a larger proportion of people of working age than the rest of the Borough.

Conversely, there are less older people (1 in 4) and younger people (1 in 5) within the Indian population than in the Rotherham population as whole. Moreover, the current population paradigm experienced in the Indian community is weighted towards a working age population where three quarters of the population are of a working age compared with less than two thirds of the population as a whole. The current demographic pattern points towards a future ageing population more acute than the pattern experienced in the rest of the Borough.

Fig. 3.6 Age breakdown of the Indian population in Rotherham, 2001 Census



4. Ethnicity and country of birth

Most of the Indian population based in Rotherham were born in India (55 per cent) compared with 36 per cent being born in the United Kingdom (UK) and a small proportion were born in Africa. In comparison, 97.3 per cent of the Rotherham population as a whole were born in the UK.

Fig. 4.1 Ethnicity and country of birth, 2001 Census

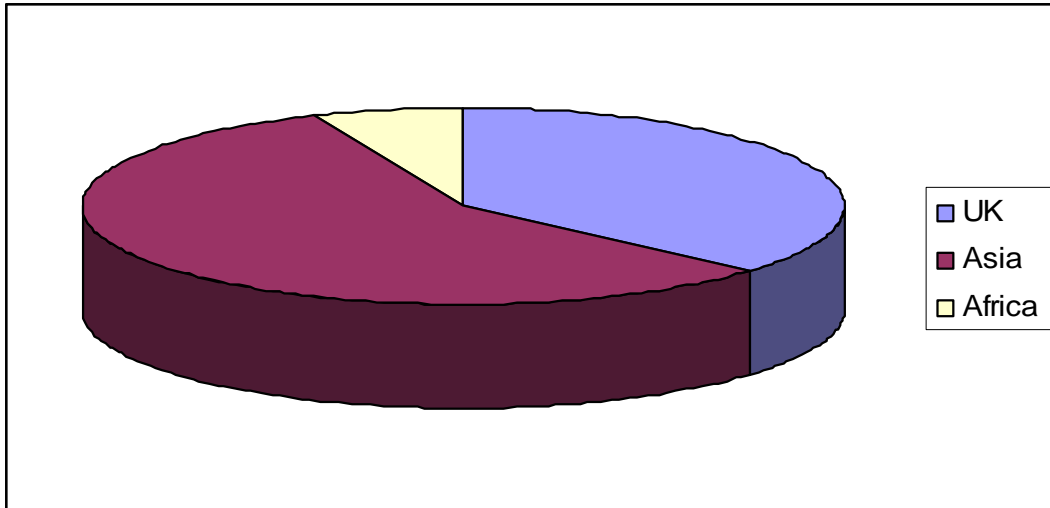
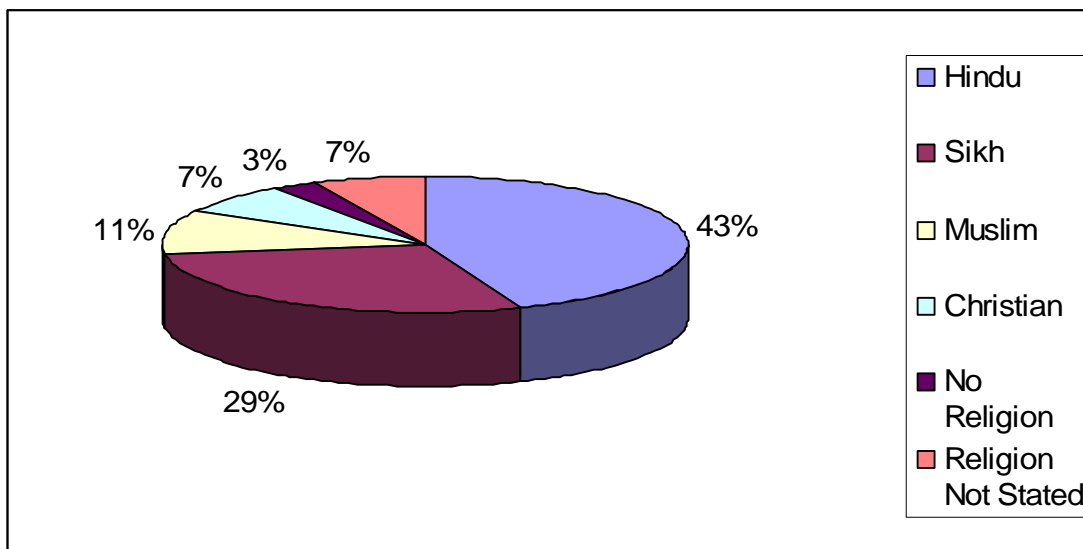


Figure 4.2 below shows that the Indian population comprises a wide range of different religions. Just 7.0 per cent of Rotherham's Indian population in the 2001 Census stated that they had no religion. This compares to just 10.2 per cent of the total Rotherham population.

Most of the Indian community practice one of two religions – Hindu (43%) or Sikh (29%). However, there were also a number of Muslims and a smaller number of Christians within the community.

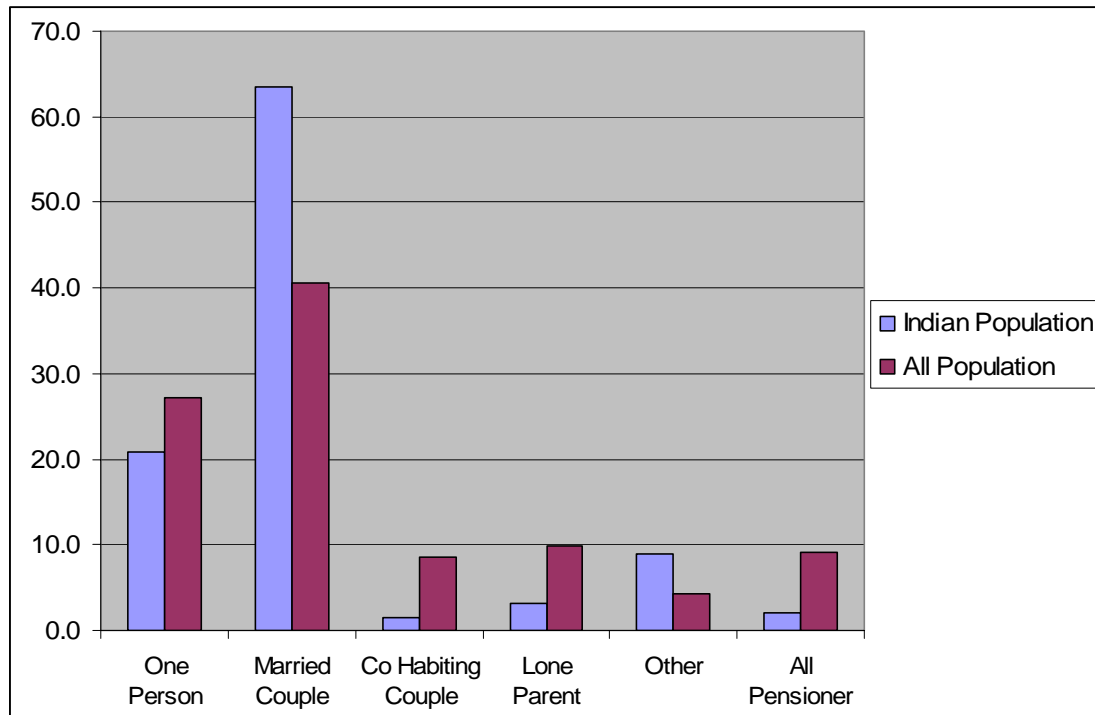
Fig. 4.2 Ethnic Group by Religion, 2001 Census



5. Family and Living Characteristics

The graph below (based on 2001 Census data) shows that there are proportionately higher numbers of married couples in the Indian population than in the Borough population overall. Moreover, there are very few co habiting couples and few lone parents within the community.

Fig. 5.1. Household composition by ethnic group of HRP, 2001 Census



The table below shows that the Indian community in Rotherham have one of the lowest rates across all ethnic groups of children living in workless households (1 in 10 compared to 1 in 5 of the total Borough population).

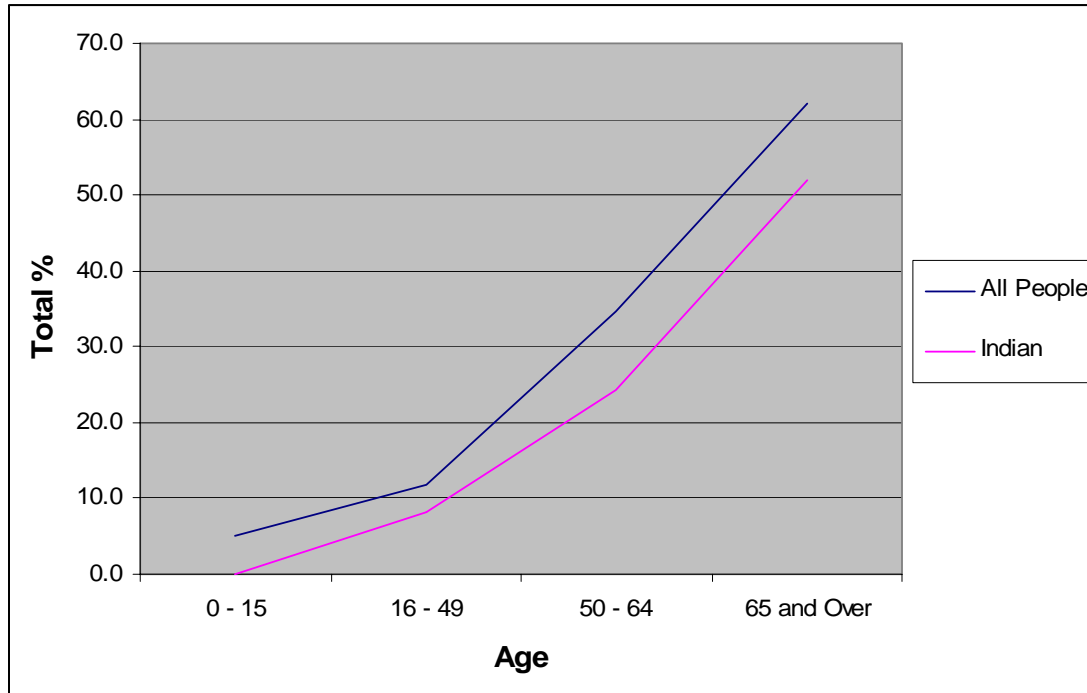
Fig. 5.2. Children living in workless households, 2001 Census

ETHNIC GROUP	TOTAL PER CENT OF CHILDREN LIVING IN WORKLESS HOUSEHOLDS
Indian	9.5
All people	20.4
Minority Ethnic groups	33.1

6. Health Characteristics

The 2001 Census shows that proportionately less people have a limiting long term illness across all age groups of the Indian community compared with the rest of the Borough. This is shown in the figure below.

Fig.6.1 Limiting Long-Term Illness by Ethnic Group, 2001 Census

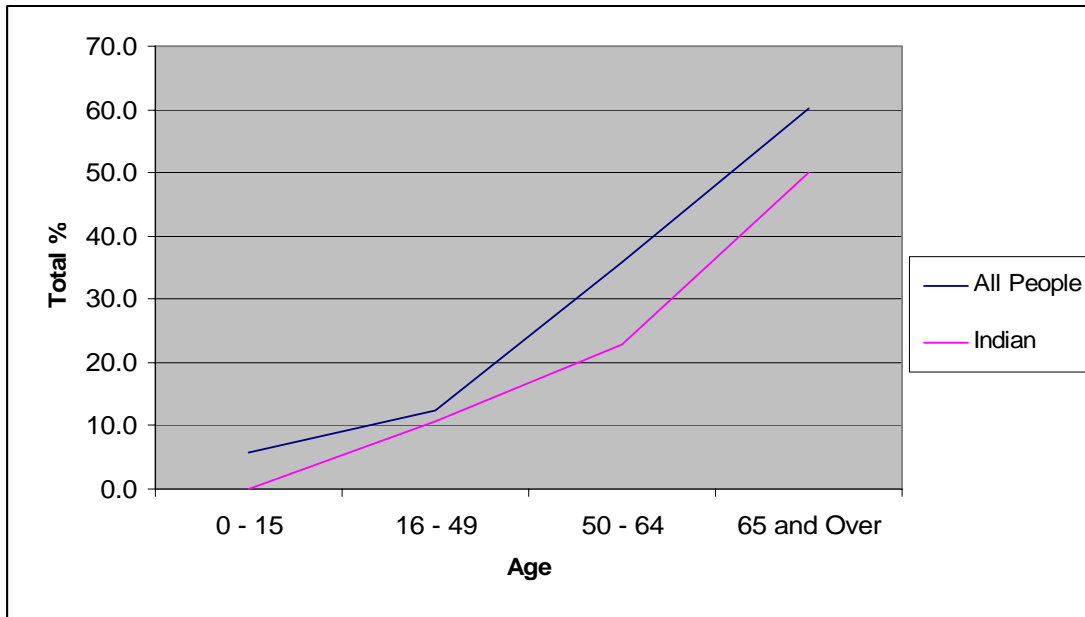


Overall, 1 in 8 of the Indian population have a limiting long term illness compared with 1 in 5 of the overall population.

Table 6.2 below shows that there are differences between Indian males with limiting long term illness and the overall population. There are proportionately less Indian males than males in the rest of the Borough with a limiting long term illness across all age groups. However, the gap widens significantly amongst those aged 50 and over. For example, 50% of Indian males have a limiting long term illness aged 65 and over compared with 60% of males in the overall population.

Males

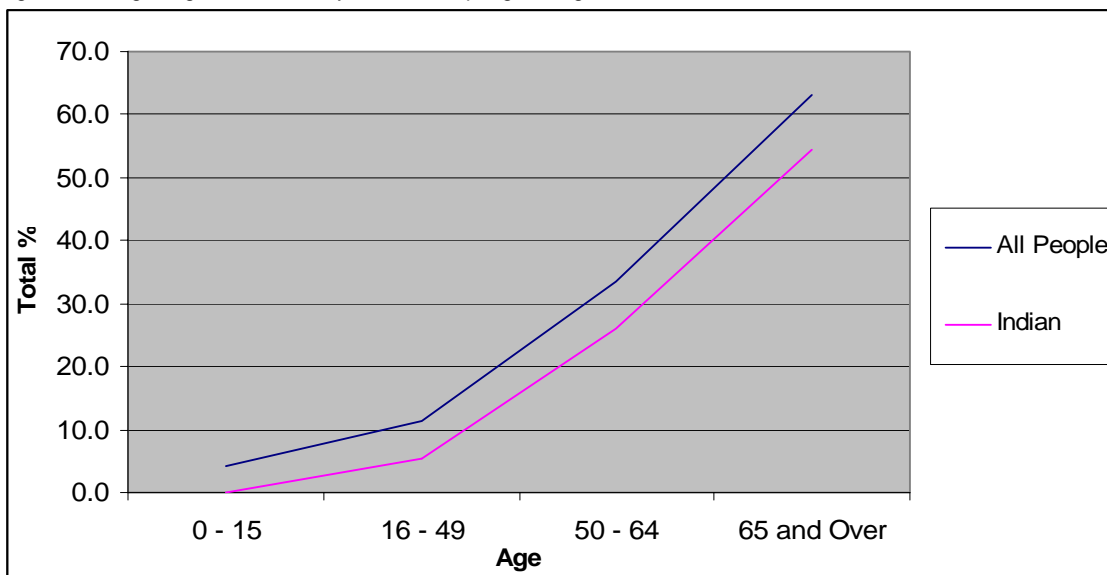
Fig.6.2 Limiting Long-Term Illness by Ethnic Group, age and gender, 2001 Census –



The 2001 Census shows that Indian women are proportionately less likely to have a limiting long term illness than the overall population. However, the difference between the Indian population and the population overall is not as stark as that experienced by the male population. Figure 6.3 highlights this trend.

Females

Fig.6.3 Limiting Long-Term Illness by Ethnic Group, age and gender, 2001 Census

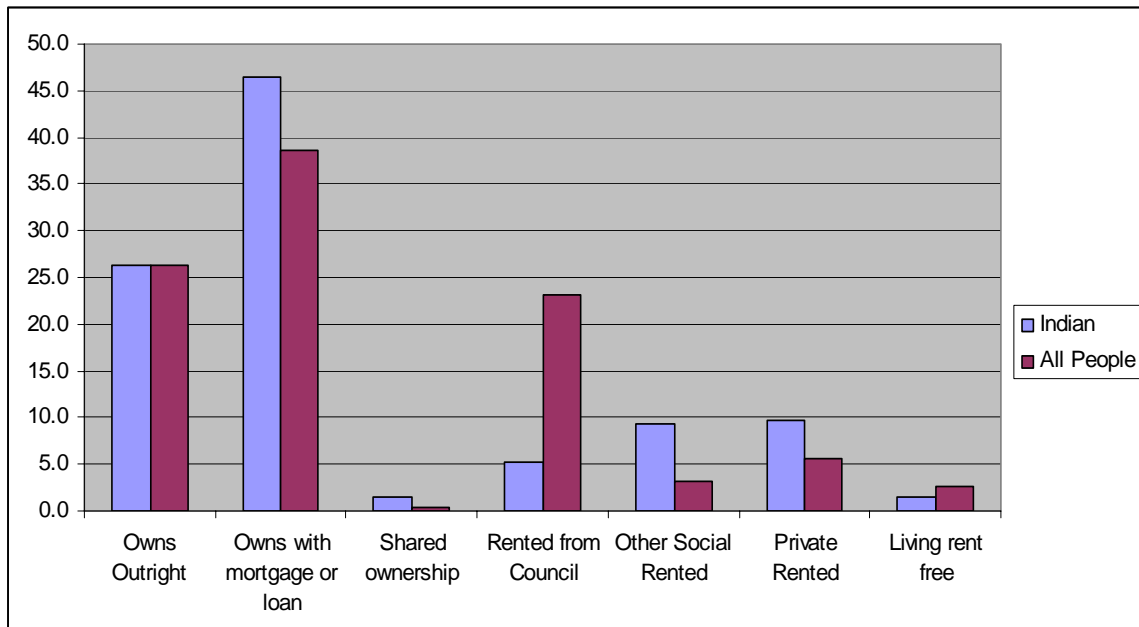


7. Housing Characteristics

The chart below shows the tenure of the Indian community in Rotherham compared with all people living in the Borough. The 2001 Census findings show that there are the same proportion of households owned outright by both the Indian population and the population overall.

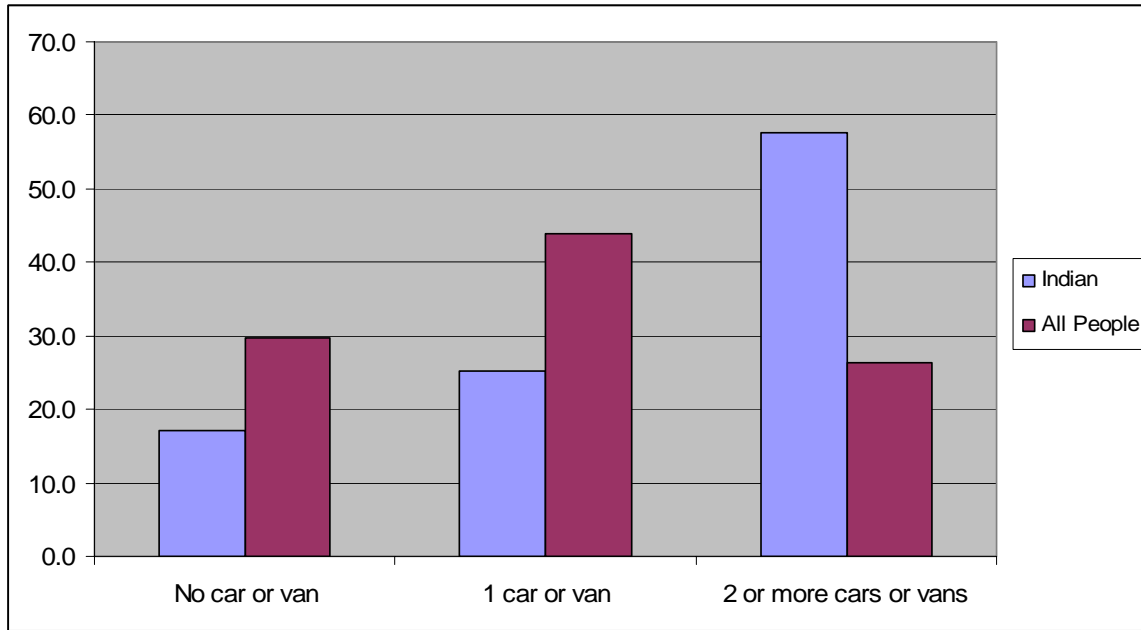
A slightly higher proportion of the Indian population own their own home with a mortgage or loan. Moreover, the Indian population are much less likely to rent a home from the local authority. Just 1 in 20 rented for the local authority in 2001 compared with 1 in 4 of the overall population.

Fig 7.1: Household Tenure and Accommodation Type by ethnic group, 2001 Census



The 2001 Census also shows that 83 per cent of Indian households in the Borough own at least one car, compared to just 70 per cent of the total Rotherham population. Ownership of 2 or more cars and vans is much more prevalent amongst the Indian population and the proportional rate of ownership is more than double that of the population overall.

Fig 7.2: Number of cars by ethnic group, 2001 Census



Rotherham Pupil Level Annual School Census (PLASC) data for 2006 shows that the Free School Meal Eligibility rate (FSM) for Indian pupils in primary and secondary education stands at less than 1 per cent. This is much lower in comparison to the total Borough average FSM rate of 19 per cent.⁶

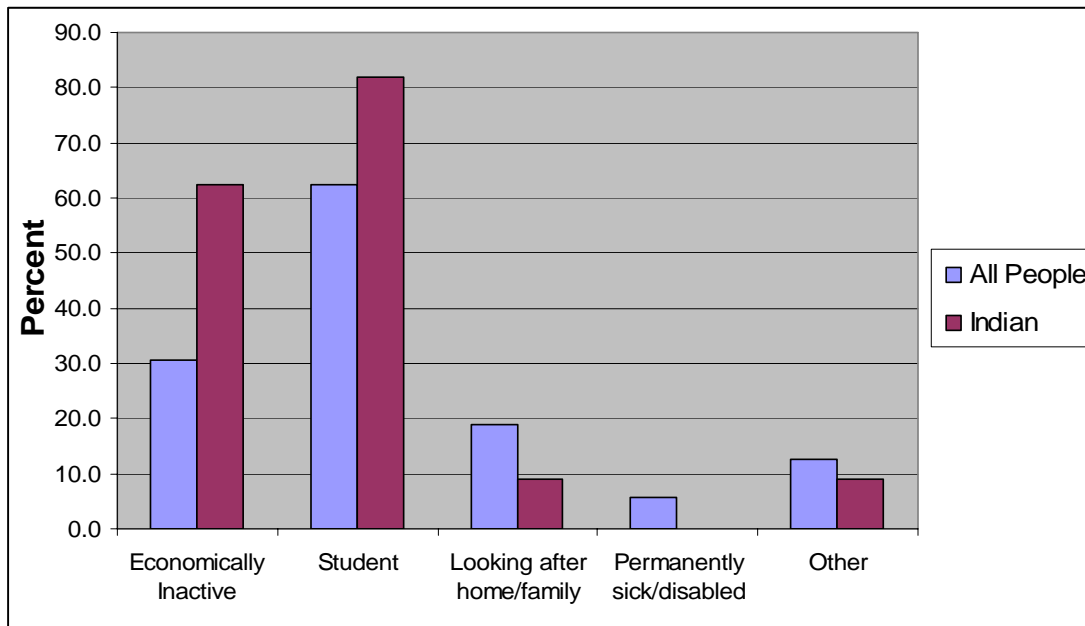
8. Economic Characteristics

The 2001 Census shows an unemployment rate within the Indian population identical to the unemployment rate in the rest of the Borough at 4 per cent. Overall, the Indian population has higher rates of economic activity than the rest of the Borough population.

The 2001 Census shows that over 62 per cent of Indian residents aged 16-24 are economically inactive compared to 31 per cent of the total Borough population aged 16-24. The reason for increased economic inactivity across the Indian population is mainly due to a larger proportion of students, 82 per cent compared with 62 per cent for the rest of the Borough. The proportion of those looking after home/family is much lower in the Indian population compared with the population overall. This is highlighted in figure 8.1.

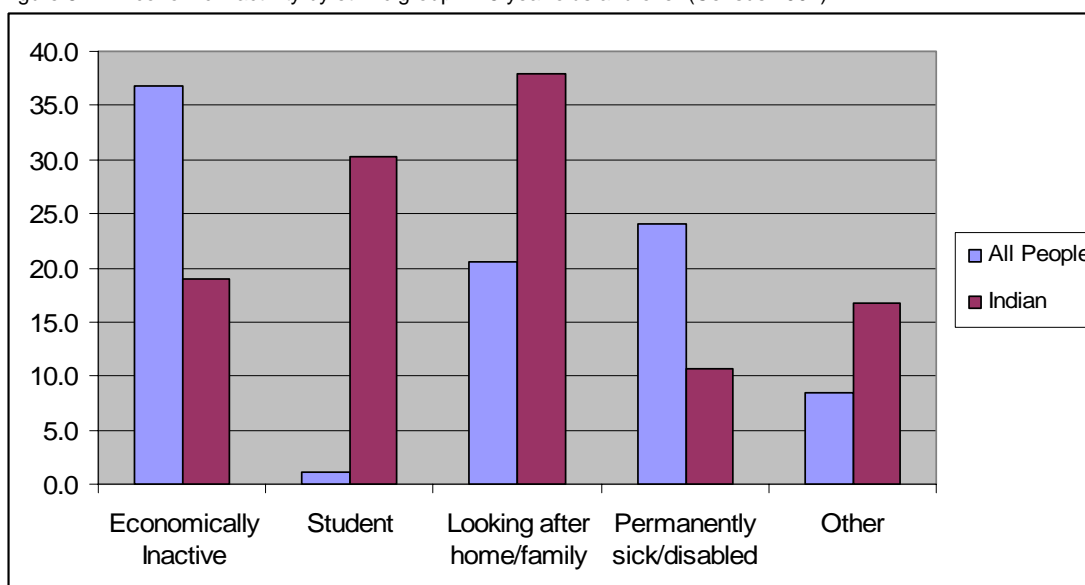
⁶ PLASC 2006, Rotherham MBC, Children & Young People Services

Figure 8.1 – Economic inactivity by ethnic group – 16 – 24 year olds (Census 2001)



The economic characteristics amongst those over 25 shows that significantly less of the Indian population are economically inactive (19 per cent) compared with the rest of the population (36.9 per cent). Of those economically inactive, 30 per cent are Indian students compared with just over 1 per cent in the rest of the Borough. While significantly less of economically inactive Indians are permanently sick/disabled (10.6 per cent compared with 24 per cent for the overall population), significantly more of the Indian population are looking after the home or family (37.9 per cent compared with 20.5 per cent for the overall population). This is highlighted in figure 8.2 below.

Figure 8.1 – Economic inactivity by ethnic group – 25 year olds and over (Census 2001)



Indian women across all ages in Rotherham have a higher economic activity rate at 70 per cent compared with 57 per cent across the Borough. Women are less likely than men to be economically active with 69 per cent of women over 25 economically active compared with 92 per cent of men of the same age group.

Indian men across all ages are more likely to be economically active when compared with the rest of the Borough. In 2001, 84 per cent of Indian men were economically active compared with 71 per cent of all people in Borough. Moreover, 31 per cent of males in the 16 – 24 age group were economically active compared with 75 per cent of all people. However, 92 per cent of men over 25 were economically active compared with 71 per cent of men across the Borough,

Economic activity in Indian men aged over 25 is significantly higher than most other ethnic groups in the Borough and much higher than the national average of 79 per cent. The table below ranks the employment rate for men aged over 25 years for all ethnic groups in Rotherham.

Fig. 8.3 Economic inactivity by age and ethnic group, 2001 Census

ETHNIC GROUPS	EMPLOYMENT RATE OF MEN AGED 25 & OVER (ROTHERHAM)
Bangladeshi	100 per cent
Indian	92 per cent
White and Black African	78 per cent
Chinese	75 per cent
Black Caribbean	74 per cent
White and Black Caribbean	70 per cent
Pakistani	69 per cent
White British	68 per cent
Other Black	67 per cent
White and Asian	66 per cent
Black African	61 per cent
Irish	56 per cent

The 2001 Census shows that Indian residents aged 25 years and over are four times as likely to be self-employed when compared to the total Borough population aged 25 and over.

9. Education

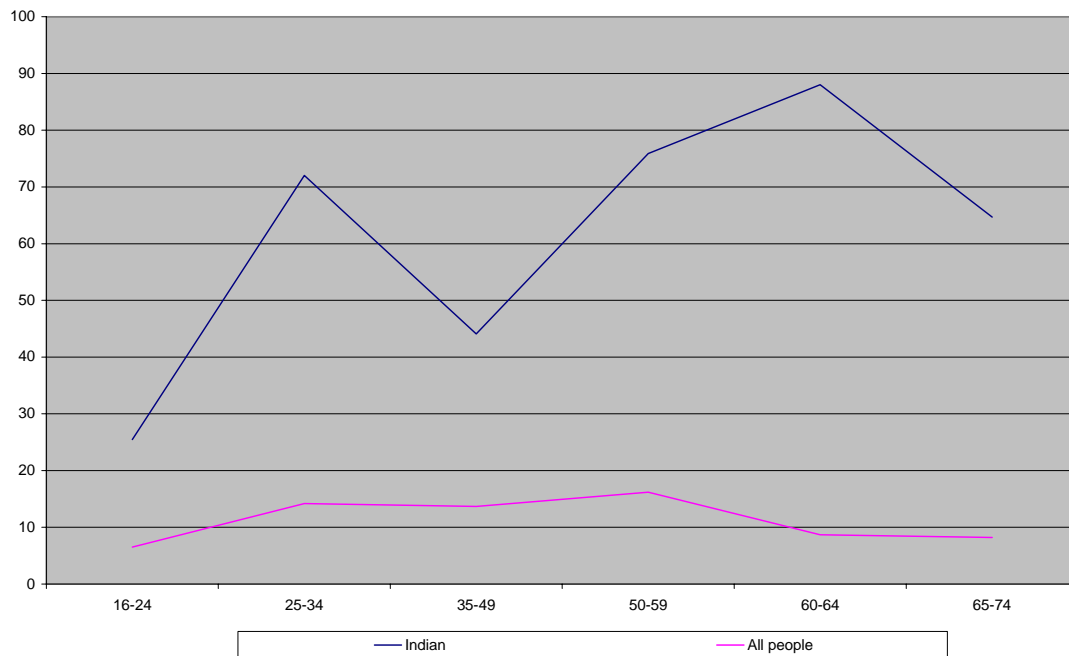
Across all ages, the Indian population in comparison to the total Rotherham population have significantly lower levels of people without any qualifications (13.9 per cent and 37 per cent respectively).

Fig. 9.2 Proportion with no qualifications in Rotherham by age and ethnic group, 2001 Census

	16-74	AGE RANGES 16-24	25-34
Indian	13.9 per cent	19 per cent	6 per cent
White British	36 per cent	22 per cent	17 per cent
All people	37 per cent	22 per cent	18 per cent

In terms of education, the chart below shows that the Indian population in Rotherham have significantly higher numbers of individuals qualified to Level 4/5⁷ across the working age spectrum in comparison to the total Borough population. In the 60-64 age group the Indian population are more than ten times more likely than the total Borough population to be qualified to Level 4/5.

Fig. 9.3 Proportion with Level 4/5 qualifications in Rotherham by age and ethnic group, 2001 Census



⁷ Qualifications at level 4/5 are referred to by the ONS as: First Degree, Higher Degree, NVQ Levels 4-5, HND, HNC, Qualified Teacher Status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor or equivalent.

10. Crime

In Rotherham, the 2005/6 MAARI report (Multi Agency Approach to Racial Incidents) shows that between April 2005 and March 2006 a total of 376 racially motivated incidents were reported. Eight per cent of all reported incidents were from Indian residents.

11. Community Engagement

The Bharat Integration Group which is supported by the GROW Project, serves the Indian community in Rotherham. The Bharat Integration Group has received capacity-building support from the GROW Project and the Group have been consulted in relation to the Community Strategy and the Older People's Strategy etc.

With support from the Council, the Group has hosted events celebrating occasions such as Diwali and Holi and have participated in the Rotherham Show's Diversity Festival delivering dance workshops with support from the Council. The Bharat Integration Group has also been involved in consultation in services around the Children and Young People and Library services.

12. Summary

Overall, the profile of the Indian community in Rotherham has portrayed a picture similar to that of the Indian community nationally. However, the findings show that proportionately Rotherham has much lower numbers of Indian people living in the Borough compared with regional and national averages. The data shows that the Indian community in Rotherham outperform Borough averages across all main indicators of disadvantage, particularly around the Education and Health domains.

As a percentage of the total ethnic population, the Indian community account for just 0.2 per cent which is significantly lower than the national average and neighbouring authorities.

The age structure of the Indian population differs from that of the total Borough population. The Indian population in Rotherham has significantly less people aged 50 and over (just over 1 in 4) and less children under 16 (less than 1 in 5) than the total Borough population. However, the Indian community has a much larger proportion of people aged between 16 and 49. The current demographic pattern of the Indian

community in Rotherham points towards a future ageing population more acute than the pattern experienced in the rest of the Borough.

The report shows that just over a third of all Indian residents in the Borough were born in the UK. The Indian population in Rotherham is one of the most ethnically diverse population in Rotherham. An example of diversity within the Indian community can be identified in the 2001 Census when analysing the religious affiliation of the community whereby 44% are Hindus, 28.6% are Sikhs, 10.5% are Muslim and 7.2% are Christians.

Indian households in Rotherham are proportionately less likely to have lone parent families in comparison to the total Borough population. Additionally, the Indian community in Rotherham have one of the lowest rates across all ethnic groups of children living in workless households (1 in 10 compared to 1 in 5 of the total Borough population).

Across the age spectrum, the Indian population in Rotherham are proportionately less likely to suffer from a limiting long term illness compared to the total Rotherham population. Home ownership is also higher amongst the Indian population in Rotherham with significantly less dependence on Local Authority housing compared to the total Borough average. The Indian community in Rotherham have one of the highest rate of car ownership across all ethnic groups in Rotherham. Additionally, Free School Meal eligibility for Indian pupils in primary and secondary education in Rotherham stands at less than 1%.

In terms of economic and educational disparities, the 2001 Census shows an unemployment rate within the Indian population identical to the unemployment rate in the rest of the Borough. Overall, the Indian population has higher rates of economic activity than the rest of the Borough population. Indian women in particular, have a much higher economic activity rate compared to women across the Borough. Furthermore, economic activity in Indian men aged over 25 is significantly higher than most other ethnic groups and much higher than the national average.

Self employment amongst Indian residents aged 25 and over is four times higher than the total Borough average of self-employment.

In terms of educational disparities, across all ages, the Indian community in Rotherham have much lower levels of people with no qualifications compared to the total Borough average.

Additionally, the Indian population have significantly higher numbers of individuals qualified to Level 4/5 across the working age spectrum. In the 60-64 age group the Indian population are more than ten times more likely than the total Borough average to be qualified to Level 4/5.

Clearly, there are some very positive disparities between the Indian population in Rotherham in comparison to the total Borough population and other ethnic groups in the Borough. In all of the areas highlighted in the report, the Indian population are performing well above Borough averages across all main measures of disadvantage particularly around Education and Health.

However, the current demographic pattern of the Indian community in Rotherham points towards a future ageing population more acute than the pattern currently experienced in the rest of the Borough. Over time, this could present itself as a priority for the Indian community in Rotherham.

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
--

1.	Meeting:	Community Cohesion Delegated Powers
2.	Date:	19th October 2006
3.	Title:	Reaching Out: An Action Plan on Social Exclusion
4.	Programme Area:	Chief Executive's Office and Neighbourhoods

5. Summary

This report summarises, *Reaching Out: An Action Plan on Social Exclusion*. The Action Plan sets out the Government's renewed drive to improve the life chances and opportunities of the most disadvantaged and hard-to-reach in society throughout the life-cycle. The Plan also examines the reasons why, despite the huge progress been made, there are still individuals and families who are cut off from society and shows that through early identification, support and preventative action, positive change is possible. Finally, this report briefly shows how RMBC is working with its partners to address the issues highlighted in *Reaching Out*.

6. Recommendations

The Cabinet Member is asked to:

- a) Note the report and its findings**
- b) Agree that its findings and focus should be a key input into the Council's emerging Social Inclusion Framework**

7. Proposals and Details

In September 2006, the Government published *Reaching Out: An Action Plan on Social Exclusion*. The Action Plan sets out the Government's renewed drive to improve the life chances and opportunities of the most disadvantaged and hard-to-reach in society throughout the life-cycle. The Plan also examines the reasons why, despite the huge progress been made, there are still individuals and families who are cut off from society. Finally, the Plan shows that through early identification, support and preventative action, positive change is possible.

The Government recognises that there are small groups of people whose needs are unique and complex, are particularly difficult to reach and that any responses to extend the opportunities enjoyed by most people to those suffering the effects of social exclusion need to be tailored and highly localised. The Action Plan opens the next chapter in the Government's attack on entrenched exclusion setting out:

- **Five key guiding principles** which will inform the Government's approach and actions to tackle deep social exclusion
- **A series of immediate changes and pilots** built around a lifetime approach to tackling exclusion.

The five key guiding principles:

- Better identification and earlier intervention
- Systematically identifying 'what works'
- Promoting multi-agency working
- Personalisation, rights and responsibilities
- Supporting achievement and managing under performance.

The five guiding principles offer a clear direction of travel that the Government wish to pursue, notably in the context of the Comprehensive Spending Review, and other forthcoming policy developments. The Government aims to strengthen the role of Local Area Agreements and publish information about the cross-agency costs of social exclusion

A Lifetime Approach

The Plan concentrates on some of the most excluded groups, targeting **deep exclusion** as well as wide exclusion, and proposes more support for the following groups including actions built around a lifetime approach to tackling exclusion:

1. Very young children born into vulnerable circumstances.

- More intensive health-led home visiting during pregnancy and the first two years of life.

2. Children and teenagers (those particularly at risk including children in care, teenage parents and those with the lowest educational achievement).

- Deliver more personalised, holistic and evidence-based support.

- A Green Paper aimed at transforming outcomes for Looked after Children will be published in October 2006. This will include proposals on individual budget-holding arrangements for children in care.
- A revised and updated Teenage Pregnancy Strategy will be published with a focus on local areas where rates have either not fallen or have risen.
- A series of pilots will be launched to test different approaches to tackling mental health and conduct disorders in childhood.
- Improve provision and capability around parenting support and training.

3. Adults living chaotic lives

- Launch pilots to test the effectiveness of alternative approaches to improving outcomes for people with chaotic lives and multiple needs.
- Accelerate the implementation of measures to encourage employment for those suffering from more severe mental health problems.
- Publish the Leitch Review later this year setting out progress so far and further measures to address the poor lifetime prospects of those with few qualifications and skills.

Next Steps

As can be seen below, in the coming months, the Government will complement the Action Plan through further policy implementation and will continue a programme of active stakeholder engagement and discussion to inform the actions. These include:

- **Teenage Pregnancy Strategy**, September 2006
- **Opportunity for All**, October 2006
- **Children in Care Green Paper**, October 2006
- **Local Government White Paper**, Autumn 2006
- **Comprehensive Spending Review**, Summer 2007
- **10-year Strategic Review of Social Exclusion**, Summer 2007
- **Social Exclusion Action Plan Progress Report**, Summer 2007

Comments are welcomed on the principles and actions within the plan and the Government would welcome any innovative examples or radical proposals for provision around those most at risk which could be used in taking forward the Action Plan.

Clearly, the Government recognises that in order to reach the most excluded, it requires a step change in the way in which central and local government - as well as the community and voluntary sector - address social exclusion. It means focusing on deep exclusion as well as wide exclusion. Additionally, the Government recognises that more needs to be done to promote multi-agency working to address multiple problems ensuring that services are incentivised to work around the individual, as opposed to individuals working around the service.

Locally, RMBC is working with our partners to address many of the issues highlighted in *Reaching Out*. For example, work is currently taking place on the **Social Inclusion Framework**. The Framework takes forward Rotherham Metropolitan Borough Council's work on social inclusion, and will shape future work in this area. The Framework uses evidence based local and national research to help shape priorities, which are aligned to the strategic themes in the Community Strategy and the communities of interest in the refreshed Neighbourhood Renewal Strategy (NRS). The overall purpose of the Framework is to establish the key objectives to tackling social exclusion in the Borough; identify the key drivers of social exclusion, establish who Rotherham's socially excluded communities are and finally to set out the Priority Actions that will ensure a joined-up approach to Social Inclusion.

An Action Plan is currently being developed, shaped by extensive consultation with partners, members and individuals and underpinned by evidence based local and national research. It is clear that, while the Government has taken poverty and social exclusion seriously, and made genuine progress in reducing disadvantage, there are significant challenges ahead if the Government is to meet its ambitious targets in tackling social exclusion.

8. Finance

There are no direct financial implications from the report. However, addressing the multi-faceted issues of deep, as well as wide social exclusion, will continue to require significant investment and commitment from RMBC.

9. Risks and Uncertainties

Although the Council is supporting and promoting activities that encourage social inclusion, without clear strategic social inclusion objectives, priorities or mechanisms for measuring our progress (with a particular focus on deep exclusion as well as wide exclusion) it will be difficult for the Council to ascertain whether it is maximising impact for all residents in the Borough.

10. Policy and Performance Agenda Implications

A commitment to social inclusion underpins the Council's community leadership role. It also underpins the seven shared Priority Themes of the Community Strategy and the Corporate Plan, and other key strategies, including the Neighbourhood Renewal Strategy and Local Area Agreement. RMBC continues to work with its partners to address many of the issues highlighted in *Reaching Out*.

11. Background Papers and Consultation

Reaching Out: An Action Plan on Social Exclusion.- HM Government, Sept 2006

Contact Names:

Andrew Towlerton, Research & Policy Manager, 2785, Chief Executives Office,
andrew.towlerton@rotherham.gov.uk

Catherine Dale, Research & Statistics Officer, Chief Executives Office, 2763,
catherine.dale@rotherham.gov.uk

Andrew Fellows, Policy & Information Officer, Neighbourhoods,
Andrew.fellows@rotherham.gov.uk

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
--

1.	Meeting:	Cabinet Member for Community Cohesion
2.	Date:	19 th October 2006
3.	Title:	The Disability Equality Duty and Disability Equality Scheme (All Wards)
4.	Programme Area:	Chief Executive's Department

5. Summary

The new Disability Discrimination Act 2005 places a general duty on public bodies to actively promote equality of opportunity for disabled persons. This report informs Elected Members of the actions taken jointly by Rotherham MBC, Rotherham PCT, and Rotherham Hospital Trust to comply with the new Disability Equality Duty including the production of a Disability Equality Scheme.

6. Recommendations

- 1. Note the content of the report.**
- 2. Receive the draft Disability Equality Scheme for comment at the 27th November 2006 meeting of the Cabinet Member for Community Cohesion.**
- 3. Nominate Elected Members to attend the Disability Equality Scheme conference that will take place on 28th November 2006.**

7. Proposals and Details

7.1 General Duty – The Disability Equality Duty (DED)

The Disability Discrimination Act 1995 has been amended by the Disability Discrimination Act 2005 so that it now places a duty on all public authorities, when carrying out their function, to have due regard to the need to:

- Promote equality of opportunity between disabled persons and other persons;
- Eliminate discrimination that is unlawful under the Act;
- Eliminate harassment of disabled persons that is related to their disabilities;
- Promote positive attitudes towards disabled person;
- Encourage participation by disabled persons in public life; and
- Take steps to take account of disabled person's disabilities, even where that involves treating disabled person more favourably than other person.

The overarching goal of the general duty is to promote equality of opportunity for disabled people.

7.2 Specific Duty – The Disability Equality Scheme (DES)

The specific duty regulations related to the DED require public bodies to produce and publish a DES.

In summary the regulations state that:

- A public authority should publish a DES demonstrating how it intends to fulfil its general and specific duties;
- A public authority should involve disabled people in the development of the scheme;
- The Scheme should include a statement of:
 - ✓ The way in which disabled people have been involved in the development of the scheme;
 - ✓ The authority's methods for impact assessment;
 - ✓ Steps which the authority will take towards fulfilling its general duty (the "action plan");
 - ✓ The authority's arrangements for gathering information in relation to employment, and, where appropriate, its delivery of education and its functions;
 - ✓ The authority's arrangements for putting the information gathered to use, in particular in reviewing the effectiveness of its action plan and in preparing subsequent DES.

- A public authority must, within 3 years of the scheme being published, take the steps set out in its action plan (unless it is unreasonable or impracticable of it to do so) and put into effect the arrangements of gathering and making use of information;
- A public authority must publish a report containing a summary of the steps taken under the action plan, the results of its information gathering and the use to which it has put the information.

7.3 Implementing the DED and DES locally

Following discussions between officers from Rotherham MBC, Rotherham PCT, and Rotherham Hospital Trust an agreement was reached to work together to implement the new duties as this reflected the move towards joined up and integrated service delivery.

NRF monies were secured by the Chief Executive's Department, RMBC, to produce a DES, establish a coalition of disabled people, appoint a DES coordinator, and undertake research into the needs of disabled people. A DED Steering Group has been established with representatives drawn from the Neighbourhoods, EDS, and Adult Social Services programme areas and the Chief Executive's Department, together with officers from Rotherham PCT and Rotherham Hospital Trust. A community representative also attends in a personal capacity. The group is chaired by the Head of Service Commissioning, Quality and Performance, Adult Social Services, with the Manager, Equalities & Diversity Unit, acting as project manager.

The Steering Group has undertaken a range of activities and initiatives in preparation for implementing the duty by December 2006 including:

- Developing Terms of Reference for the Steering Group.
- Appointing a DES co-ordinator.
- Undertaking five community engagement events across the Borough.
- Holding specific engagements with bme disabled people and also young disabled people.
- Feedback events from the engagement activities.
- Mapping of existing services for disabled people and gap analysis.
- Scoping of the content of DES and production of working draft document.
- Good practice research into DES produced by other public bodies.
- Networking with other public bodies.
- Meeting the local Disability Rights Commissioner to discuss the content and format of the DES, good practice, and the expectations of the DRC.

7.4 Next steps

Initial discussions are taking place with the consultees from the engagement events on the establishment of an inclusive network of disabled people.

A conference with speakers from the DRC has been organised as a means of raising awareness of the DED amongst senior managers, Elected Members, strategic planners and policy makers. The conference will take place on 28th November 2006 in Rotherham; venue to be confirmed.

Officers from the Steering Group are in the process of completing a draft DES which will be subject to consultation throughout October and November 2006. It is planned to bring a draft version of the DES back to Elected Members on 27th November 2006 for comment and consideration.

8. Finance

The cost of producing the DES, conducting research, and developing the network of disabled people will be met by NRF monies secured by the Project Manager in April 2006. The total budget is £60k split over the two financial years 2006/2007 and 2007/2008 as £50k and £10k respectively. The budget is monitored in line with the usual NRF contract conditions.

9. Risks and Uncertainties

Failure to produce a DES by December 2006 would lead the three statutory agencies open to enforcement action by the Disability rights Commission (DRC). A similar risk would also arise if the DES did not demonstrate how disabled people have been involved in its production or the setting of the priorities for the three year action plan that delivers the DES.

10. Policy and Performance Agenda Implications

Promoting equality of opportunity and good community relations, and eliminating unlawful discrimination is central to the fairness section of the Community Strategy. The DED is a new way for public authorities to tackle disability discrimination in a practical way by introducing policies that actively promote opportunities and so prevent discrimination taking place.

11. Background Papers and Consultation

The Disability Discrimination Act 2005; **Error! Reference source not found.** SI No. 2966; The Duty to Promote Disability Equality: Statutory Code of Practice;

Contact Name:

Zafar Saleem, Manager, Equalities, Community Cohesion & Inclusion, Chief Executive's Department, Rotherham MBC. 01709 822757.

zafar.saleem@rotherham.gov.uk

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
--

1)	Meeting:	Cabinet Member for Community Cohesion
2)	Date:	19 th October 2006
3)	Title:	The Equality Standard for Local Government – initial feedback from external audit (All Wards)
4)	Programme Area:	Chief Executive's Department

5) Summary

Auditors from the Centre for Local Policy Studies carried out an external validation of the Council's achievement of level 3 of the Equality Standard for Local Government between May and August 2006. This report sets out initial feedback from the auditors.

6) Recommendations

That Elected Members:

1. **Welcome the auditors' validation of the Council's achievement of Level 3, subject to internal moderation by the Improvement and Development Agency (I&DeA).**
2. **Notes the findings of the audit (see paragraphs 7.3 and appendix 1).**
3. **Notes that CMT have agreed to receive a revised action plan for achieving level 4, to be developed with the involvement and consultation of the Corporate Equality and Diversity Strategy Group, by 31 October 2006.**
4. **Notes that CMT have recommended that feedback from the external validation is reported to Cabinet and Scrutiny, once formal notification is received from the auditors.**

7. Proposals and Details

7.1 Background

The Equality Standard for Local Government (ESLG) was developed as a tool to enable local authorities to mainstream disability, gender and race equality into council policy and practice at all levels. It recognises the importance of fair treatment and equal access to Council services and employment. The Equality Standard has been adopted by the Audit Commission as a Best Value performance indicator (BV2a).

Progress through the levels of the Equality Standard is measured through self-assessment. Councils are required to produce documentation covering all services areas to demonstrate achievement at each level claimed. External audit is required at levels 3 and 5. The audit is designed to build in external validation of the self assessment, support benchmarking and provide guidance for improvement.

The external auditors have to be accredited to carry out audits of the Equality Standard. This is to ensure the audit process is rigorous and reliable. I&DeA in partnership with the Centre for Local Policy Studies, Edge Hill University, administer and validate the audit process and provide quality control.

7.2 Methodology of the audit

The audit is made up of 3 interrelated parts:

- Examination of self-assessment documents for completeness and consistency with levels 1,2 and 3 criteria
- Interviews with a range of council staff (to test the self assessment claim corporately and by department/service area); and interviews with relevant partners and interest groups.
- Examination of documentary evidence for consistency with self assessment and interview findings

A numerical rating system is used in the formal assessment to support findings for each element of level 3 of the ESLG. Scores are 4,3,2,1 – with 4 being the highest and 1 the lowest. The scores summarise a qualitative judgement of the council's performance in relation to that element. The scores assigned to each element relate only to level 3 and not to any more general judgement about equality performance. To achieve the appropriate level, an authority needs to achieve an average score of 3.

The 'interviews' stage of the assessment included individual interviews with Councillors, Council senior managers and representatives of partner and community organisations; a series of focus groups with a cross section of council staff and group interviews of equalities officers (both corporate officers and officers from Programme Areas).

7.3 Auditors Findings

Initial feedback received from the auditors confirms that RMBC has achieved level 3 of the Equality Standard for Local Government. Scores against each area of the standard put the Council at score 3 and 4, which indicates strong achievement in all areas. A summary of scores is included in appendix 1. This judgement is subject to moderation from the I&DeA.

The following is a summary of the findings included in the auditors' initial feedback report. Areas for improvement have been identified to consolidate and sustain achievements at level 3 and to move to level 4:

7.3.1 Leadership and Corporate Commitment

Strengths

- Strong commitment from the leadership of the council to the equality standard and its benefits.
- That the Council has in place an appropriate corporate structure for driving equalities in the form of a corporate equalities and strategy group, chaired at a high level.
- That it has in place a system of equality advisors/responsible officers that has worked well to support developments.
- That there has been extensive training and information provision for members and senior officers.
- That it has effective business planning and performance management systems in place.
- That the Council has well developed and interlinked set of equality plans.
- Programme areas are producing equality action plans.
- Actions and targets are clearly linked to corporate and community priorities.
- That it has systems in place for ensuring that all external contractors meet well defined employment and service delivery equality criteria.
- Without exception, all those that took part, praised the Corporate Equality Team, for the high level and quality of advice support, guidance and training/information that they receive. This is a highly respected and valued team.

Areas identified for improvement:

- Although the council has in place a comprehensive range of support structures for embedding equalities into service and corporate planning, there is at present wide variations in the quality and extent of this (corporate planning). This is not unusual or surprising. The next stage for the council is to improve the quality and consistency of service planning and of individual equality action plans.
- Encourage M3/4 managers to ensure that the councils aims and objectives for the equality and diversity strategy are communicated consistently to their staff – i.e. Managers must play their part fully.
- Ensure that equal/improved weighting is given to all areas of equality/interest groups/stakeholders – for example, stronger emphasis on race/BME issues perceived than on some areas – gender/disability/lgbt.
- Continue work with members to ensure they understand and are confident with the equalities agenda.

7.3.2 Consultation and Community Development and Scrutiny

Strengths

- That consultation on equality is linked to the development of the councils corporate plan, strategic plans and equality plans.
- That the Council has opened its objective and target setting processes to consultation and scrutiny from stakeholder and partnership groups.
- That the Council has consulted with a range of local groups on the way in which it will open itself to scrutiny. That this objective is clearly set out in its Corporate Plan and within the Community Strategy.
- That the Council has an internal scrutiny system in place.

- That the Council has placed a substantial amount of information relating to equality objectives and targets on its public websites.
- That the Council has appropriate language and translation services available during consultation.

Areas identified for improvement

- The Council has acknowledged that it needs to do more to engage with a much broader range of groups, and acknowledges that the demographics of Rotherham are changing rapidly. This was also borne out by the interviews and focus groups, and the gaps apparent in some Programme Area equality plans/service plans.
- In particular the Council should seek to improve engagement with groups/stakeholders/staff from disability, gender and LGBT communities.

7.3.3 Service Delivery and Customer Care

Strengths

- That all Programme Areas have equality action plans in place, and these take account of the Race Equality Scheme.
- That all Programme Areas have undertaken equality impact assessments.
- That the Council has developed an effective equality impact assessment process.
- Equality impact assessment reports show well developed objective and target setting process.
- That the council is preparing its Disability Equality Scheme.
- That it has in place corporate guidance and support to support establishment of effective monitoring.
- Programme Areas are developing information collection systems as appropriate
- Procurement/contractor guidelines are in place.

Areas identified for improvement

- The Council should seek to improve engagement with disabled staff, stakeholders and other designated disabled groups, as this was identified as an area of weakness.
- The Council's Programme Areas now need to work with the corporate support available to improve information and monitoring at a local level, and this in turn will need to be demonstrated in improving equality action plans and priorities at these levels.
- Monitor agencies and services (delivered through contracting/procurement), using results to inform improvements.

7.3.4 Employment and Training

Strengths

- The Council has set targets for improving workforce profiles.
- That the Council has undertaken a comprehensive equal pay review based on job evaluation.
- That the Council has begun the process of equal pay adjustment and has clear plans in place for equal pay adjustment.
- Equality principles are clearly stated in employment literature available to all staff.
- Managers and staff have taken part in a range of equality training.
- Managers and staff have a very clear understanding of the equality priorities of the council.
- That the performance appraisal systems and arrangements contribute to the effective monitoring of service level equality action planning.
- Equality and diversity is a core management competency.

Areas identified for improvement

- The perception from the focus groups was that the council needs to give more thought on how to boost the employment of disabled people, and what support they need (also applies to reasonable adjustment), and to ensure that they were consulted appropriately.
- (Training) is an area of strength for the council, however it needs to keep training and support for staff under review to ensure the consistent application of the principles learned across all areas.
- Create opportunities for more training and awareness sessions for all staff.

7.4 Action required to achieve Level 4

The Auditors have judged the Council to be well-placed to proceed to level 4. In order to move onwards, the Council will have to show that it has achieved progress against the level 3 targets that it set for race, gender and disability. New guidance requires that by 2009¹ the Council is able to demonstrate progress across the authority for sexual orientation, age, religion and belief and this will be a requirement for reporting BV2a (the level of the Equality Standard to which the authority conforms). Planning for this needs to start now.

The Council will also have to demonstrate:

- It has developed information and monitoring systems that will allow it to assess progress in achieving targets.
- It is measuring progress against targets and effectively using its information and monitoring systems.
- Monitoring reports are being produced at specific intervals and circulated to designated consultation and scrutiny groups.
- It is using the self assessment process to review and revise targets and its monitoring and consultation systems.
- Self assessment includes the involvement of designated staff, community and stakeholders groups and seeks external validation through community involvement, peer review or expert opinion.
- It has continued to carry out impact assessments for new policies and where gaps are identified through self assessment.
- It has initiated a new round of action planning and target setting.
- Monitoring systems are providing useful information towards specific targets.

In their initial feedback, the auditors have made additional recommendations on the priority areas where the Council should concentrate its efforts to achieve Level 4. These are set out at Appendix 2.

7.5 Next steps

It is recommended that a revised action plan to achieve Level 4 will be developed with the Corporate Equality and Diversity Strategy Group, following further discussion and feedback from the auditors. It is proposed that this action plan will be subject to a further report to CMT for discussion and approval by 31 October 2006.

A report to Cabinet, the Cabinet Member for Community Cohesion and Scrutiny will be made once formal notification of the feedback is received from the auditors.

8. Finance

¹ Criteria set out in the Revised Equality Standard Guidance – 2006, IDeA/CLPS

The costs of the external validation will be no more than £7k plus travel and accommodation, which is fully inclusive of site visits, inspection, and reporting back. This is a reduction from the £12k full fee payable by council's after the piloting of the validation exercise. The costs have been found from existing budgets within the Chief Executive's Department.

9. Risks and Uncertainties

Demonstrable achievement towards the Equality Standard is critical to CPA and other audit/inspection frameworks. It is important that the Council's declared level can be evidenced robustly and that progress is maintained to achieve levels 4 and 5. This is strengthened through the external validation process.

10. Policy and Performance Agenda Implications

This performance-led approach to mainstreaming equality will contribute to achieving sustainable social and economic improvements for Rotherham Borough, demonstrate in action Rotherham's vision for Fairness as set out in the Community Strategy and contribute to eliminating the deprivation identified in the Neighbourhood Renewal Strategy.

11. Background Papers and Consultation

This report summarises initial feedback from the RMBC Formal Assessment and Validation at Level 3 of the Equality Standard for Local Government carried out by Dr Julian Clarke and Ms Nasreen Kaleem, Centre for Local Policy Studies, Edge Hill University.

Contact Name:

Zafar Saleem, Manager, Equalities, Community Cohesion, and Inclusion, Ext 2757,
zafar.saleem@rotherham.gov.uk.

Carol Adamson, Equalities & Diversity Officer, Ext 2772,
carol.adamson@rotherham.gov.uk

Scoring Summary

The tables below summarise the quantifiable documentary evidence provided, against each of the elements of the ESLG. The assessments are divided into Corporate and Service areas. A score is given for each individual assessment area.

Leadership and Corporate Commitment	Evidence	Score
All departments and service areas set targets based on equality objectives	yes	3
Corporate guidance is in place for information gathering and equality monitoring	yes	4
Agreement on equality targets with local partners/ships	yes	3
Mechanisms are in place for equality for contractors and contract management	yes	3
Completed equality action plans at departmental and service levels incorporating performance indicators	yes	4
have adopted national targets and performance indicators as required. Action planning linked to best value	yes	4
Systems in place for implementing and revising the Corporate Equality Plan and departmental action plans	yes	4
Members and senior officers have endorsed action plans as appropriate	yes	3
Actions on achieving targets has started	yes	3

Consultation and Community Development & Scrutiny	Evidence	score
Service level and employment objectives and targets are available for consultation and scrutiny	yes	3
Language services and other access provision in place to designated community/scrutiny groups	yes	3
Completed full and systematic consultation with designated/staff/stakeholders. Consultation undertaken involving the above groups	yes	3
Consultation linked to continuous development of community strategy	yes	4
Publicise how, when and where actions on targets will start	yes	3

Service Delivery and Customer Care	Evidence	Score
Corporate Equality Plan is Consistent with the Race Equality Scheme	Yes (*DES being developed)	4
Equality objectives and targets are developed within each department/service area	Yes	3
Service plans address barriers to accessibility and reasonable adjustments in providing services	Yes	3
Appropriate resources allocated to achieve targets	Yes	3

Structures for responsibility for meeting targets and taking action in place at departmental and service area levels	Yes	4
Set time-tables within action plans in place for creating/adapting and monitoring information in services	Yes	3
Equality standards established for contractors and those delivering services on behalf of the council	Policy in place	3
Contracts are monitored to secure equal employment and service delivery targets	Policy in place	3
Action Started on departmental and service area targets	Yes	3

Employment and Training	Evidence	Score
Employment section of Corporate Equality Plan consistent with Race Equality Scheme	Yes	3
Employment targets are set for recruitment, retention of workforce	Yes	3
Equal Pay Review and plan for pay adjustment conducted	Yes	4
Equality policy and procedure established as part of staff handbook and understood by staff	Yes	4
Staff and members are aware of action plans and the implications for services	Yes	4
Training is provided for managers on the implementation of the ESLG for partners/contractors	Yes	3
Training for all staff involved in recruitment- consistent with ESLG and the Race Equality Scheme	Yes	3
A system of guidance and training relevant to short-listing panels and interviewers in place	Yes	3
Training for all staff on the detailed implementation of the ESLG – including updates on legal and other requirements	Yes	4
Equality objectives and targets are built into management appraisals	Yes	4
Appropriate levels of information and training are provided on action plans to support scrutiny process	Yes	4
Action started on employment and pay targets	Yes	4

Feedback from Auditors on Priority Areas for Achieving Level 4

Leadership and Corporate Commitment/Consultation and Community Development and Scrutiny

- the council should seek to make it's corporate assessment of Programme Areas monitoring and self-assessment information more robust. The council has done extremely well, setting in place a clear system for the systematic integration of the equality standard. For level 4 it will need to demonstrate that it is able to assess the adequacy of the systems/monitoring/information at a Programme Area level. We would suggest that the equalities steering group/corporate equalities team work with Programme Area managers on presenting evidence for assessment, that clearly follows the guidance and templates provided.
- set up a system for review of Programme Area and Employment monitoring reports by designated consultation and community groups. Again we are of the view that the council has done much to make links with such groups, however some of the evidence suggests that this area could be further developed so that groups are much more engaged in a two-way process with the council. There is clear evidence that the council has acknowledged that it could do much more to engage with groups that are currently under-represented or have a low profile within the consultation framework, and new targets and action plans be developed with greater involvement of stakeholders.
- start to establish and self assess targets for sexual orientation, religion and belief and age. In addition we would suggest that the council re-visits it's approach to gender and disability criteria and the progress being made in these areas by Programme Areas, and address any gaps identified. This will enable the council to be well on the way to addressing and taking a more consistent approach to the range of equality areas as required by changing legislation, and the equality standard deadline of 2009, as well as making improvements in line with the requirements of audit and inspection regimes.

Service Delivery and Customer Care

We would suggest that the council pays particular attention to the following:

- Programme Area (service) managers are fully involved in the self-assessment process, review and revise targets and monitoring and consultation systems
- service delivery monitoring reports are circulated to all designated groups
- address gaps in some equality areas (e.g. disability, gender, sexuality) to ensure consistency and equality of application and access for customers and staff

Employment and Training

We would suggest that the council pays particular attention to the following:

- report on the implementation and outcomes of the pay review assessments and recommendations
- review training needs against service action plans and against the outcomes of the focus group discussion and revise training plan to deliver appropriate competencies/behaviours
- incorporate targets for revised training plans in appraisals
- consider specialised training needs, for example for Members

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	Community Cohesion Delegated Powers
2.	Date:	19th October, 2006
3.	Title:	Local Democracy Week
4.	Programme Area:	Chief Executive's Office

5. Summary

This report sets out the proposed programme of events for Local Democracy Week in Rotherham this year.

6. Recommendations

The Panel is asked to:

- a) **Note and welcome the proposed programme of events planned for Local Democracy Week 2006 in Rotherham**

7. Proposals and Details

Local Democracy Week is an annual campaign coordinated by the Local Government Association (LGA). It aims to:

- make councils more relevant and useful to young people
- encourage young people to 'take part take power'
- make Local Democracy Week bigger and better than before
- increase councillor involvement in citizenship teaching in schools
- get councils to devolve power, wherever appropriate, to local people

This year it runs from 16-23 October (though in practice events can place anytime), and Councils and organisations around the Country are running events throughout and around the week. This year, like previous years, Rotherham is taking part. Last year more than half of all local authorities across the Country took part.

A small steering Group has been established to help develop and coordinate activities in Rotherham. This includes representatives from Children and Young Peoples, Corporate and Neighbourhood Services together with Rotherham Partnership and Chief Executives Department. It is chaired by Cllr M Hussain, Cabinet Member for Community Cohesion.

Through this Group, a series of high-profile, inter-active and informative events have developed. These include:

- Question Time-style debates with young people to be held at Rotherham College of Art and Technology and Thomas Rotherham College, panel members include the Leader, local solicitor Steven Smith and Youth Cabinet Members.
- A tour of the Borough for Reachout Panel Members to see and hear at first hand how their views have helped to shape and inform Council and PCT Services. The provisional schedule includes street-pride, regeneration, neighbourhood policing, and Customer Service Centres.
- Rotherham's Youth Cabinet will have a high profile launch of their Manifesto and the United Kingdom Young Persons Election Process.
- A media campaign aimed at encouraging people from BME communities to register on the electoral register and vote in elections.
- A 'participatory budget' exercise with young people, officers and senior members aimed at helping inform the public on the councils budget making process and determine council spending priorities for 2006/2007
- Rother Valley West and Rotherham North Area Assemblies are holding consultation meetings during Local Democracy week (on the 16th and 17th October). Young people from the youth cabinet and the Reachout panel will be

invited to attend the meetings to observe/participate and raise the profile of the new way of working for Area Assemblies.

- Community Planning Officers will be attending at least one school in the Wentworth North, Rotherham South, Wentworth South, Rother Valley West, Rother Valley South and Wentworth Valley and Rotherham North areas during this week to discuss the new way of working for Area Assemblies with young people as part of the Citizenship agenda within schools. This will include the Community Planning Officer working with youth workers in their patches.
- Parish councillors and clerks will be invited to attend the school visits with the Community Planning Officer to discuss the activities of the local parish/town councils and also how young people can become involved. Members of the Joint Working Group with parish and town councils have been contacted and are contributing to this process wherever possible.
- Rother Valley West and Rotherham North Area Area Assemblies are holding consultation meetings and Community Planning Officers will be attending schools to observe/participate and raise the profile of the new way of working for Area Assemblies.

Events aimed at promoting understanding and engagement with parish councils and to discuss the findings and implications of the latest Reachout findings are also planned.

These events will be supported by a media campaign, and publicised through means such as the inter-net and intra-net.

8. Finance

There is no specific, dedicated budget for Local Democracy Week activities, and all activities have been accommodated in existing budgets and resources.

9. Risks and Uncertainties

The main risk and uncertainty is ensuring sufficient interest and support for the proposed events. Steps have been taken to ensure this.

10. Policy and Performance Agenda Implications

Enhancing opportunities to involve local people and other stakeholders in decision making is a national and local priority. The Local Government Act 2000 for example provided a new legal framework to reinforce councils' role as community leaders and introduced new political management arrangements designed to make decision making more efficient and transparent. It is also a major theme in the Community Strategy, Corporate Plan and LAA, which all include objectives and targets aimed at improving voter turnout and satisfaction with how the Council involves them in decision making. Local Democracy Week provides a major opportunity to inform and involve people on how the Council asks and listens and show the importance of the local authority as a democratically elected body.

11. Background Papers and Consultation

The LGA has a dedicated web-site area to highlight the many good examples of what authorities have done in previous years, and is planned for Local Democracy Week 2006. This can be found on www.lga.gov.uk.

12. Contact Names:

Andrew Towlerton, Policy and Research Manager, Chief Executives Department
Extension: 2785; e-mail andrew.towlerton@rotherham.gov.uk

Dawn Price, Corporate Consultation Officer Chief Executives Department
Extension: 2785; e-mail dawn.price@rotherham.gov.uk

Asim Munir, Principle Community Involvement Officer Chief Executives Department
Extension: 2785; e-mail asim.munir@rotherham.gov.uk