

CABINET

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

Date: Wednesday, 2 May 2007

Time: 10.30 a.m.

A G E N D A

1. To consider questions from Members of the Public.
2. To determine if the following matters are to be considered under the categories suggested in accordance with the Local Government Act 1972.
3. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.
4. Minutes of the previous meeting held on 11th April, 2007 (copy supplied separately)
5. Draft Rotherham Women's Strategy (report herewith) (Pages 1 - 77)
 - Chief Executive to report.
6. Electronic Social Care Records (report herewith) (Pages 78 - 80)
 - Strategic Director of Children and Young People's Services to report.
7. Invest to Save – Decriminalised Parking Enforcement - Revised Repayment Proposals (report herewith) (Pages 81 - 84)
 - Strategic Director of Environment and Development Services to report.
8. Review of Local Code of Corporate Governance (report herewith) (Pages 85 - 101)
 - Strategic Director of Finance to report.
9. Minutes of a meeting of the Members' Training and Development Panel held on 22nd March, 2007 (copy herewith) (Pages 102 - 109)
 - Chief Executive to report.
10. Minutes of a meeting of the Rotherham Local Development Framework Members' Steering Group held on 30th March, 2007 (herewith) (Pages 110 - 115)
 - Strategic Director of Environment and Development Services to report.

11. 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).
12. Sheltered Housing – Community Buildings Review (report herewith) (Pages 116 - 124)
 - Strategic Director of Neighbourhoods and Adult Services to report.

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	Cabinet
2.	Date:	2 May 2007
3.	Title:	Draft Rotherham Women's Strategy All wards
4.	Programme Area:	Chief Executive's Directorate

5. Summary

This report provides an update for Members on the development of Rotherham Women's Strategy, and submits the draft strategy.

6. Recommendations

Members are asked to:

- 6.1 **Note that the draft Rotherham Women's Strategy is undergoing final consultation with stakeholders. This will entail:**
 - opportunities for last comments from women in the community with whom we consulted earlier, during early May
 - final internal consultation and agreement within partner organisations
- 6.2 **Agree to the submission of the draft Rotherham Women's Strategy to Democratic Renewal Scrutiny Panel for consideration and comment.**
- 6.3 **Note that the final strategy will be launched on 20th June 2007.**

7. Proposals and Details

7.1 Introduction

One of the Year Ahead Commitments for 2006/7 is to publish a Women's Strategy focussing on equality of opportunity, as it has been recognised that many strategies and policies fail to take account of any differences in needs and priorities between women and men. Another important aim is to make sure that women's achievements and contributions in all fields are recognised and celebrated. This report submits the draft strategy (Appendix 1) for approval to go forward for final consultation with partners and stakeholders.

7.2 Links with other strategies

Rotherham Women's Strategy seeks to add value to existing strategies and plans through new actions and initiatives to promote women's equality. Some of these actions build on existing work and successes and others result from looking again at current plans and identifying where more focus on women's needs, or on removing particular barriers for women, is necessary.

7.3 Consultation and research

The strategy has been developed using research that includes local and national statistics and through broad consultation with Rotherham women to be sure it reflects their priorities and concerns. A range of involvement methods including workshops, drop-in sessions and simple surveys (both paper and web-based) were employed. Consultation took place with women from specific communities of interest – lesbian, gay, bisexual and transsexual women; disabled women; and Black and Minority Ethnic women – and across the borough in various locations. Consultees ranged in age from 8 to 84. Outcomes of other recent consultation were also revisited to inform the work.

7.4 Priorities

Some clear priorities emerged from consultation that the strategy focuses on and these are outlined below. One aspect that was very apparent is that the costs of access to leisure activities and learning opportunities, and of public transport and childcare, were viewed as a significant barrier by many women. This reflects research findings on gender differences in income.

Achieving

- Better paid jobs and equal pay
- Flexible working opportunities
- Access to high quality and affordable childcare
- Having a sense of community
- Assistance with starting a business
- Town centre with family friendly and accessible facilities
- More street lighting, better lit car parks and approaches to car parks

Alive

- Access to information and information awareness
- Local opportunities for activities
- Culturally appropriate services

- Carer's respite and alternative support to carers
- Reducing social isolation
- Access to inclusive sports and leisure activities for all women

Learning

- Better training opportunities for all Women
- Local and flexible learning opportunities in community settings
- Better co-ordination of learning opportunities and information about them

Proud

- Celebrating the positive achievements of Rotherham women
- Women's active involvement in community and public life
- Building women's confidence to engage in opportunities and services
- Women coming together to celebrate women's diversity
- A women-only space or centre

Safe

- Increase Women's confidence in themselves and their own safety
- Increase women's confidence in reporting crime and tackling the fear of crime
- Education/information about how to report crime, personal safety and crime prevention
- Women's perception of crime compared with actual crime in Rotherham
- Public Transport – reliability, costs and safety

8. Finance

There will be implementation costs for some of the actions within the strategy, but at this point it is difficult to provide specific costs until the final actions are agreed. Many of the actions will be delivered from existing resources, but actions with anticipated cost implications could include, for example more effective consultation with women; gender equality training; making buildings women-friendlier; improved access to information to reach all women and promotional activities.

9. Risks and Uncertainties

The Women's Strategy will contribute towards meeting the new Gender Equality Duty to eliminate sex discrimination and promote equality between women and men, which came into force on 6 April 2007 as part of the Equality Act (2006). The gender duty is a positive, legal duty on public bodies to demonstrate that they treat women and men fairly with regard to policy making, public services and employment practices. Failure to consider the needs and priorities of women means RMBC will not be in compliance.

10. Policy and Performance Agenda Implications

Rotherham Women's Strategy contributes to the seven priority vision themes as set out in the Community Strategy and the Council's Corporate Plan.

11. Background Papers and Consultation

A Profile of Women in Rotherham (April 2006)

Equal Opportunities Commission

- Facts about Women & Men in Great Britain 2006
- Gender Equality Duty Code of Practice - England and Wales (November 2006)
- Working Paper Series No. 34 Promoting gender equality in transport 2005
- Sex and Power: who runs Britain? 2007
- Survey of women at work (2005)

OCSI - Study of Deprivation in Rotherham (October 2005)

Research into the needs of Lesbian, Gay, Bisexual and Transgender people in Rotherham – January 2004

Rotherham MBC “Improving your library services” Resident survey 2005/6

Further consultation with stakeholders and partners will take place on the draft strategy over the coming weeks.

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Appendix 1

Rotherham – Working Together for Women

Rotherham Women's Strategy

2007 - 2010



Rotherham's Accredited Local Strategic Partnership

DRAFT

Front cover inner

A summary of this document can be made available in your language and in alternative formats such as Braille, large print, electronic and audio-tape versions.

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Urdu

اگر آپ کو یہ دستاویز کسی دوسری زبان اور/یا کسی متبادل صورت (فارمیٹ) میں درکار ہو تو ہم سے رابطہ کریں۔

Chinese

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Farsi

در صورتی که این مطلب را به زبان و یا شکل دیگری می خواهید لطفاً با ما تماس بگیرید

Arabic

أتصل بنا إذا تريد هذه الوثيقة بلغة أخرى أو بصيغة بديلة

French

Veillez nous contacter si vous désirez ce document dans une autre langue et/ou dans d'autres formats.

DRAFT

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Acknowledgements

References

Feedback form

Welcome

Insert welcome in community languages

Who to write and sign? LSP Chair and Cllr Jack as RWSG Chair?

1 Introduction

Our aims

Our first Rotherham Women's Strategy has been developed with two broad aims. The first is to ensure the needs, priorities and aspirations of women are identified, acknowledged and addressed by all partners. The second is to make sure that women's achievements and contributions in all fields are recognised and celebrated.

Why we need a women's strategy

Popular misconceptions and stereotyping about women and women's roles in society still persist. For example a commonly held view is that women no longer experience disadvantage compared to men, but statistics show us that there are still many aspects of life where women experience inequality due to their gender. Although a lack of financial resources contributes to many women's disadvantage, women face social and physical barriers as well as economic ones. In addition women often face further discrimination due to age, civil/marital status, disability, ethnicity, faith or sexuality.

Women comprise the largest community of interest within the borough, representing 51.2% of the local population in 2004 (129,200 women), yet currently many key plans and policies do not fully take account of any differences in needs and priorities between women and men. Partners need to build a more "gender aware" approach into service planning and delivery so that we provide sensitive, flexible services and support for both women and men. Meeting women's needs is complex as women are not all the same, and because people's needs and priorities change at different stages of their lives. At the same time as considering gender we should also take into account the other factors mentioned above.

"Women are frequently disadvantaged by policies and practices that do not recognise their greater caring responsibilities, the different pattern of their working lives, their more limited access to resources and their greater vulnerability to domestic violence and sexual assault." (EOC, 2006)

Longstanding equality legislation, primarily the Sex Discrimination Act (1975) and the Equal Pay Act (1970), has benefited many women, but has not brought about full gender equality. The Government has recognised this and it was one of the reasons behind the introduction of the Gender Equality Duty from April 2007 to eliminate unlawful discrimination and harassment, and to promote equality between women and men. The duty places the emphasis on service providers to be proactive about gender equality, rather than relying on individuals to complain about unfair treatment. Public bodies like the Council, Police and Rotherham Primary Care Trust must demonstrate that they treat women and men fairly with regard to policy making, public services and employment practices. The gender duty also covers any public functions or services carried out by private or voluntary organisations on behalf of the public bodies.

The commitment of all partners in the Rotherham Partnership to delivering this Women's Strategy will really make a difference for Rotherham women over the next few years.

Context for the strategy

Rotherham Women's Strategy is one of a group of plans developed to benefit specific groups of people, either communities of interest or people living in particular geographical areas. Other examples include the Older People's Strategy and the Neighbourhood Renewal Strategy. Although these are separate plans they complement each other and contribute to delivering the objectives of Rotherham's Community Strategy 2005-2010.

The structure of the Women's Strategy is based on the five priority themes and two broad crosscutting themes of the Community Strategy:

Priority themes:

- Achieving
- Alive
- Learning
- Proud
- Safe

Crosscutting themes:

- Fairness
- Sustainable Development

In addition to supporting the Community Strategy, the Women's Strategy complements a range of local plans and strategies. Some of the key ones are listed here **Amend list if needed:**

- Community Strategy
- Neighbourhood Renewal Strategy
- Public Health Strategy
- Older People's Strategy
- Children and Young People's Plan and Wellbeing Strategy
- Local Development Framework
- Community Safety Strategy
- Local Transport Plan
- Regeneration Plan
- *Black and Minority Ethnic Strategy (under development in 2007)*
- *Domestic Violence Strategy (under development in 2007)*

This strategy seeks to add value to these plans through new actions and initiatives to promote women's equality. Some of these actions build on existing work and successes and others result from looking again at current plans and identifying where more focus on women's needs, or on removing particular barriers for women, is necessary. The strategy will also act as a driver to make sure partners take account of the specific implications for women in all aspects of their future work.

Arrangement of this document

Section 2 includes a broad profile of women in our community and some significant facts and figures. This is followed by a separate section for each of the two cross cutting themes, then a section for each priority theme setting out:

- Rotherham's vision for women
- analysis - more detail from points raised in consultation
- important facts and figures
- current good practice and successes
- overall objectives
- action plan

Our approach

We have taken an innovative partnership approach to developing the strategy with the work led by a multi-agency group called Rotherham Women's Strategy Group – Working Together for Women (RWSG).

Membership includes local voluntary and community sector organisations - Apna Haq, Diversity Forum, GROW (Giving Real Opportunities to Women), REMA (Rotherham Ethnic Minorities Alliance), Rotherham Women's Refuge, SYWDT (South Yorkshire Women's Development Trust), UMCC (United Multicultural Centre), VAR (Voluntary Action Rotherham); all directorates of the Council; Rotherham Chamber of Commerce; Rotherham Primary Care Trust; South Yorkshire Police and MEP Linda McAvan's Office. Councillors Hilda Jack and Jo Burton are the Chair and Vice-chair respectively. Besides the core group, other women from various organisations have brought their valuable knowledge and experience to the smaller theme-based sub-groups.

The strategy has been developed using research that includes local and national statistics (see section 2 "Rotherham Women Today") and through consultation with Rotherham women to be sure it reflects their priorities and concerns. RWSG members all felt it was essential to involve local women from the early stages, rather than beginning consultation with a draft document. So the starting point for our initial event was just a small number of key words, grouped under each vision theme, to start the discussions on what might be included in the strategy.

Although this is referred to as the women's strategy the intended age range includes young women from 14 years and above. This is important as the decisions and choices that young women make often have a significant impact later in their lives, for example their career choices and future aspirations. It will also support the outcomes for Every Child Matters.

We have tried to integrate the fairness and sustainable development cross-cutting themes thoroughly in the actions and objectives for the other themes.

Consultation

From the start RWSG wanted to involve women from all sections of the community in contributing to the strategy. We used a range of involvement methods including workshops, drop-in sessions and simple surveys (both paper and web-based). Consultation took place with women from specific communities of interest – lesbian, gay, bisexual and transsexual women (LGBT); disabled women; and Black and Minority Ethnic women – and across the borough in various locations. Consultees ranged in age from 8 to 84. Outcomes of other recent consultation were also revisited.

Our consultation sub-group, with representatives from GROW, REMA, Rotherham Women's Refuge and the Council, met regularly to plan consultation events. Activities included:

- our initial event when over 70 women workers and professionals participated and generated plenty of good, practical ideas and suggestions
- Youth Cabinet members contributing to an active workshop
- over 200 short questionnaires completed at Rotherham Show and the Diversity Festival
- a meeting for women from WIN – the Council's worker representative group for women
- Elected Members participating in a workshop in October 2006
- events organised by the voluntary and community partners in RWSG
- a workshop involving women from different minority ethnic communities
- events in each Area Assembly area that were organised with Neighbourhoods
- voluntary and community partners consultation with their own staff and service users
- surveys distributed to local businesswomen through Rotherham Chamber and the Athena Café
- working with the LGBT coordinator for South Yorkshire Police and other workers in the community to involve LGBT women
- workshops with staff and service users at Scope Rotherham Day Service and with members of Access Liaison Group
- linking in with a drop-in event organised by Rotherham Asylum Project Team
- surveys for RMBC staff

Consultation outcomes

Some clear themes emerged from our consultation, which the strategy and action plans will focus on. Several points raised mirror points from other consultation sessions, such as:

- more information about services and opportunities
- improvements to town centre shopping, facilities and parking
- flexible and local learning opportunities
- public transport
- activities for children and young people – raised by parents/carers and by young women themselves

However, some issues featured particularly strongly in our consultation, especially:

- safety
- participation in sports, leisure and social activities
- more flexible working opportunities
- access to high quality and affordable childcare
- celebrating and promoting women's achievements

The costs of access to leisure activities and learning opportunities, and of public transport and childcare, were viewed as a barrier by women. This reflects the research findings on gender differences in income and the profile of women's economic activity in Rotherham.

Key points which will be addressed in the theme based sections of the strategy:

- lack of childcare can limit women's participation in employment, training and learning opportunities; social, sport and leisure activities; or community and public life
- women want to feel safe in all situations - in public places, on public transport, but also at school and in their own home
- more information on personal safety and how to report crime
- better jobs and employment opportunities including flexible working and equal pay
- building women's confidence to take part in opportunities and services
- access to a wide range of inclusive sports, leisure and social activities for all women
- more women-only or women and children only sessions in leisure centres, gyms and swimming pools
- health, care and support including carer's respite and support for parents
- women's active involvement in community and public life
- celebration and recognition of Rotherham women's achievements
- women coming together to celebrate women's diversity and understand other cultures
- reducing social isolation, especially for lone parents; women who are new arrivals in Rotherham; older and disabled women; and lesbian and transsexual women
- assistance with starting a business
- town centre with family friendly and accessible facilities
- more street lighting, better lit car parks and approaches to car parks
- sense of community within the borough
- women-only space

Issues from consultation mentioned by particular groups of women:

Disabled women – physical access and harassment

LGBT women – safety, participation in social activities, access to services, women-only space

Young mothers – social isolation

Older women – social isolation

Carers – more support and respite care

Black and Minority Ethnic women - culturally sensitive services, women-only space and sports provision, language barriers

Young women – more activities for young people, “non-traditional” sports in schools, safety

Faith groups – childcare in Mosques for Muslim women

Quotes, photos and case studies to add for each theme

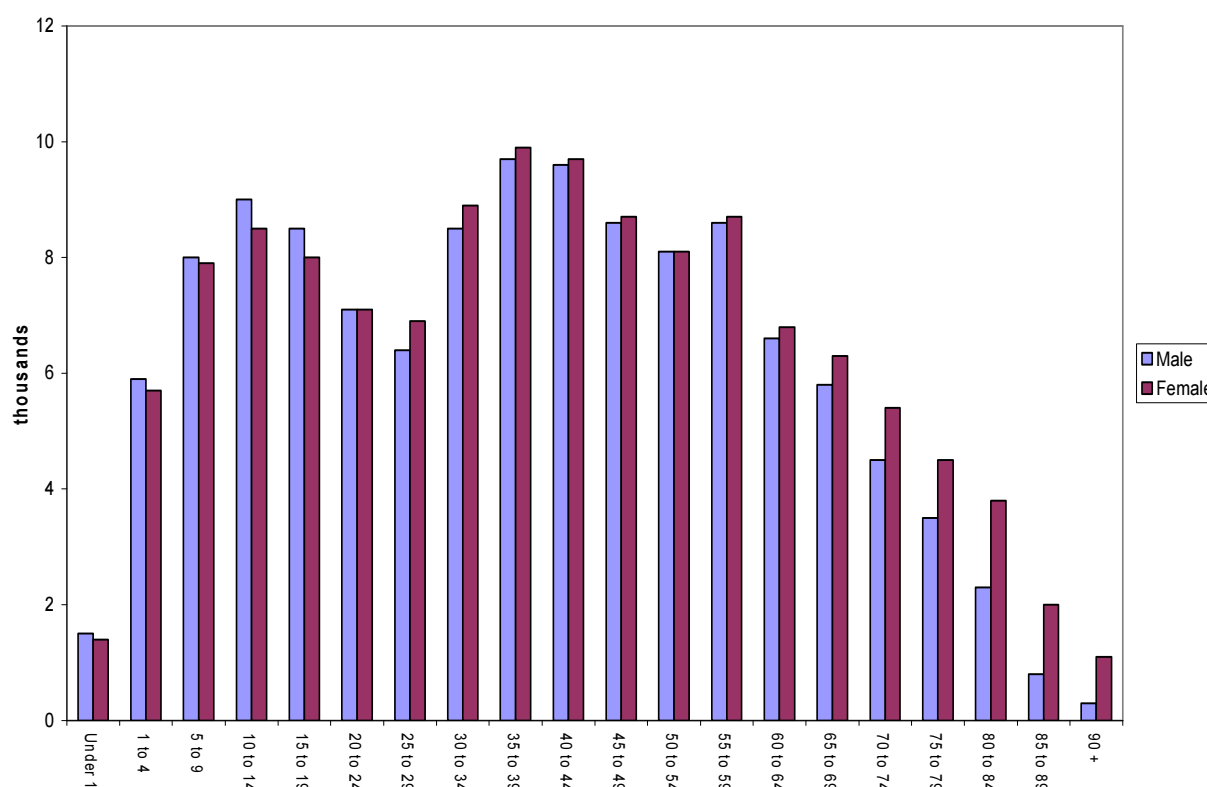
2 Women in Rotherham Today

Our community includes women from a wide range of cultures and backgrounds as Rotherham has a long history of welcoming people from other countries. This means that Rotherham today is a dynamic and diverse society and the work of partner organisations needs to respond to this diversity by promoting and ensuring fairness for all women.

Included in this section are charts and tables giving a broad picture about women in Rotherham and some key facts about women's lives.

Rotherham population by gender and age, 2004

2004 Rotherham population by quinary age groups



(Source: 2004 mid-year population estimates)

This shows that men and boys outnumber women and girls from ages 1-19 and after that for each age group, other than 20-24 and 50-54, women outnumber men. The biggest difference is in age groups above 65.

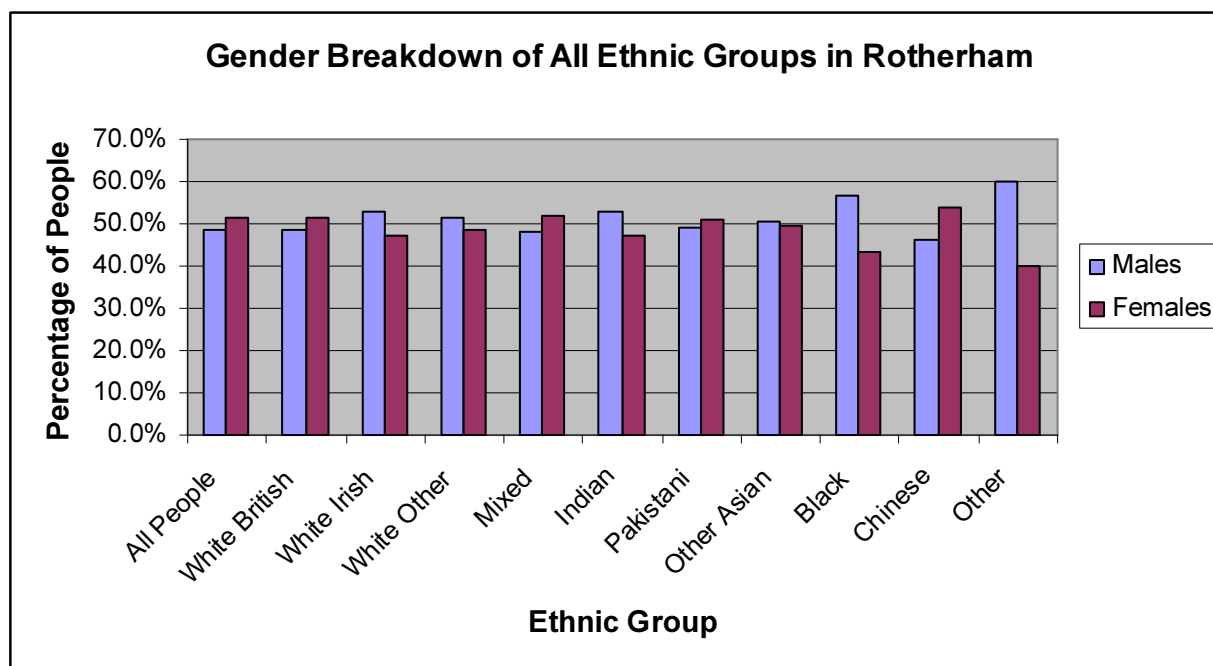
- there are three times more women aged over 85 than men
- the proportion of women in the older age groups is continuing to increase
- households in the borough with lone females aged over 85 have increased significantly in the last 15 years

Rotherham – Working Together for Women

Rotherham population by gender and ethnicity, 2001

In 2001 women made up 51.4% of the local population (nearly 128,000 women) although the relative percentages of women and men within each ethnic group vary. This difference is most noticeable for the Black ethnic group and the Other ethnic group, which both have a higher percentage of men. This is likely to be due to immigration and employment patterns in the UK.

In January 2007 there were about 820 asylum seekers supported by the National Asylum Support Service (NASS) in Rotherham - 0.32% of the population.



Source: 2001 Census

	Total	Males %	Females %	Males Number	Females Number
All People	248195	48.6%	51.4%	120623	127572
White British	238095	48.5%	51.5%	115476	122619
White Irish	1064	52.8%	47.2%	562	502
White Other	1304	51.3%	48.7%	669	635
Mixed	1206	48.3%	51.7%	582	624
Indian	501	52.9%	47.1%	265	236
Pakistani	4703	49.0%	51.0%	2304	2399
Other Asian	335	50.7%	49.3%	170	165
Black	411	56.9%	43.1%	234	177
Chinese	307	46.3%	53.7%	142	165
Other	269	60.2%	39.8%	162	107

Source: 2001 Census

Disability and health

The 2001 Census asked people if they had a Limiting Long Term Illness (LLTI) or impairment that limits daily activities or work they can do. It includes people who have a learning disability, or a mental health condition, as well as people with a physical condition or impairment.

- rates of limiting illness are higher amongst women in Rotherham at 22.6% of the population, compared to 21.8% of men
- White ethnic groups have the highest percentage of people with LLTI, mainly due to the older age structure of the population in Rotherham
- people of Pakistani origin have higher levels of limiting illness across all age groups

Nationally Gypsy and Traveller families are disadvantaged in terms of life expectancy.

- for Gypsies and Travellers average life expectancy is 12 years less for women and 10 years less for men than the settled population
- 17.6% of Gypsy and Traveller mothers have experienced the death of a child – compared to 0.9% in the settled population
(Department for Communities and Local Government 2007)

Lesbian, Gay, Bisexual and Transgender women

There is no specific information from the 2001 Census to give us an accurate picture about LGBT women living in Rotherham. Although research carried out in Rotherham in 2003/04 included respondents who did identify themselves as lesbian, bisexual and transsexual women (LGBT needs report, 2004).

Faith

The last census shows that we have various faith communities in Rotherham and that women are more likely to identify themselves as belonging to a faith group than men.

Religion	All people %	Women %	Men %
Christian	79.4	81.2	77.5
Buddhist	0.1	0.0	0.1
Hindu	0.1	0.1	0.1
Jewish	0.0	0.0	0.0
Muslim	2.2	2.1	2.3
Sikh	0.1	0.1	0.1
All other religions	0.1	0.2	0.1
No religion	10.2	8.7	11.9
Religion not stated	7.8	7.5	8.0

Source: 2001 Census

Key facts nationally

Research by the Equal Opportunities Commission (EOC) highlights some wider issues that have implications for Rotherham, especially around:

- employment experiences of Black and Minority Ethnic women
- women's incomes
- flexible working
- representation of women in public life

Employment experiences of Black and Minority Ethnic women

Minority ethnic women are less likely to be in senior roles despite having the same aspirations as their White British counterparts and being increasingly well qualified.

- only 6% of employed Pakistani women and 9% of Black Caribbean women are working as managers or senior officials, compared to 11% of White British women.
- young Pakistani, Bangladeshi and Black Caribbean women aged 16-34 are almost 3 to 4 times more likely than White women to take a job at a lower level than the one for which they are qualified (EOC, 2005)

Pay

The Women and Work Commission concluded that the gender pay gap^{*} in Britain is one of the worst in Europe (Feb 2006). Based on the figures below the gender pay gap for Great Britain is 22.7% and 26.7% for Rotherham. Nationally the part-time gender pay gap^{*} is much wider than the full-time gender pay gap at 38.4% and it is decreasing more slowly.

Average weekly and hourly pay		
	Rotherham	Great Britain
Gross weekly pay		
Full-time workers	389.9	422.9
Male full-time workers	436.0	464.5
Female full-time workers	319.3	359.0
Hourly pay		
Full-time workers	9.4	10.6
Male full-time workers	10.1	11.2
Female full-time workers	8.3	9.5

Source: NOMIS Annual Survey of Hours and Earnings, 2004

According to the EOC (2006) the main factors which contribute to the gender pay gap are:

^{*} **Gender pay gap** - the difference between the average hourly earnings of women who work full-time and men who work full time. It is calculated as $100 - (\text{women's earnings as a percentage of men's earnings})$

^{*} **Part-time gender pay gap** – the difference between the average hourly earnings of women who work part-time and men who work full time. It is calculated as $100 - (\text{average hourly earnings of women who work part-time as a percentage of average hourly earnings of men who work full time})$

- discrimination, including pay discrimination (often inadvertent, but still unlawful)
- women tend to have a greater share of caring responsibilities, which often results in low paid part-time work and less opportunities for development and career progression
- job segregation - women are concentrated in certain occupations which typically have lower rates of pay than other occupations where there are higher numbers of men

Pensions

For many retired women the position is worse as the weekly gender income gap in retirement is 47% and just 30% of women retire on a full state pension compared with 85% of men. (EOC, 2006)

- 1 in 5 single women pensioners risk being in poverty in retirement
- 2.2 million women are not building up rights to even the Basic State Pension

The DWP investigated the reasons for gender differences in pensions and identified “women's greater likelihood of undertaking unpaid parenting and caring commitments, and the subsequent impact on their ability to engage in paid employment” as the main cause (EOC, 2006).

Pension credits help to top up pensions now and future changes to the state pension system through a reduction in the number of qualifying years/hours will see more carers included in the pensions system, but not all.

Flexible working

The EOC (2007) highlights the need for greater availability of flexible working at all levels within workplaces and their research shows that:

“Four out of five part-time workers, many of whom are women, are working in jobs below their potential, in part due to the lack of flexible high-skills, senior roles.”

A lack of flexibility at the top of professions often drives women towards setting up their own businesses. Just over one million women in the UK are now self-employed and the number of self-employed women has increased by 18% in five years.

Public life

The EOC calculated the number of women needed to bring the respective percentages of men and women each to 50% in over 33,000 top positions of power in Britain and concluded we would need to find nearly 6,000 women. (EOC, 2007)

- 35.5% of public appointments in 2006 were women and 64.5% were men
- only 12.3% of senior police officers and 10% of the senior judiciary are women
- women represent only 10% of directors at FTSE 100 companies and minority ethnic women make up just 0.4%, despite the fact that they comprise 5.2% of the population and 3.9% of the labour market
- internationally the UK currently ranks 59th in terms of women's representation in Parliament and is out-performed by Rwanda (1st), Afghanistan and Iraq amongst others
- in 2006 there were 126 women MPs in the UK parliament from a total of 646 – 19.5% and only 2 were minority ethnic women (0.3% of MPs)

3 Fairness

Vision for Rotherham

All individuals in Rotherham will have equality of opportunity and choice. Rotherham will provide open and accessible services. We will treat each other with fairness and respect, and our diverse needs and strengths will be understood and valued. Rotherham will actively challenge all forms of prejudice and discrimination and ensure that all the priorities encompass an equalities approach.

Our vision for women

Women in Rotherham are all individual and all unique. As we remove the barriers that prevent us from fulfilling our potential, women will be able to benefit in a way that is fair to all, recognising that our needs and priorities change at different times in our lives.

Introduction

Fairness is a vital theme for this strategy due to the diversity of women in Rotherham and the need to address disadvantage experienced by women. The issues raised on page 5 highlight the need to consider broad issues that affect many women and ones that have more impact on specific groups of women. Rather than include particular issues that affect women from some sections of the community more than others under fairness, we have tried to build these considerations into the relevant priority theme. This section therefore focuses on broad actions that are needed in order to deliver the objectives in the other themes. Some of these actions are ones designed to build on existing work, such as improving our information base about women in Rotherham to inform work across all themes and improve access to services for all women.

Asking the questions

As stated earlier Rotherham Women's Strategy will act as a driver to make sure partners recognise the specific implications for women in all aspects of their work and take appropriate action. This means that partners may need to re-examine the targets and actions in their existing plans and policies to answer questions such as:

- Did we consider if there were any particular implications for women when we developed this?
- Do we know if this affects women and men differently, and if we don't know, how will we find out?
- Do we have statistics about this that are broken down by gender, and if not how will we get them?
- What else might be needed to deliver improvements and better outcomes for women?
- Were women actively involved in developing this?
- Do we need more consultation with women about this?
- Is there more we could do to promote equality for women?
- Did we ask women what they thought about it afterwards?

Besides thinking broadly about impacts for all women, partners will need to consider any implications for specific groups of women within the wider community, including:

- Black and Minority Ethnic women including asylum seekers and Gypsy and Traveller women
- Carers - women with caring responsibilities for children or other family members
- Disabled women

- Lesbian, Gay, Bisexual or Transsexual women
- Women from different age groups, including older women and young women
- Women from all faith communities

For statutory partners these questions are part of the process of carrying out equality impact assessments[♦], but all partners need to be considering them in relation to their own work and plans. These same questions need to be asked when major policy decisions are taken, or budget and funding decisions made, in order to be certain that all the key implications for women have been evaluated before making a final decision.

Overall objectives: - **Improve services and access to services for all women**
Improve employment practices to benefit all women
Or Equality for all women

Improve the quality of our information base about Rotherham women

One of the gaps identified in the work on this strategy is that data collection is not always broken down by gender. All partners need to collect and analyse detailed information so we know how our policies and plans affect women in relation to services and in employment. This information base will help us to identify where improvements are needed and to measure the impact of any changes we make.

Build on our existing arrangements for consultation and involvement with women

We need to widen the scope of consultation and involvement opportunities to be as representative as possible of women in the wider community. This should be at the start of developing new ideas and initiatives but also following up afterwards to make sure that women have the opportunity to scrutinize and comment on the outcomes.

Increase people's awareness and understanding of women's equality through learning and development activities

Greater understanding of women's equality will help us to combat discrimination, prejudice and stereotyping. Through learning activities people will have better insight about the barriers that women face in society. The outcome of this should then be more responsive and culturally sensitive services and improved employment practices. This is an important objective in view of the Gender Equality Duty and its implications for both statutory partners and partners providing services on their behalf.

Strengthen our gender equality impact assessments (EIAs)

This links in with the three objectives above, as a better information base, wider consultation and greater knowledge of equality will improve the quality of both our EIAs and decisions on issues that affect women.

Improve access to information for all women

From our consultation events we know that we can still improve access to information about services, events and opportunities for women. The challenge is to make information available in the right places and using the best methods to reach as many women as possible. This includes making documents available in community languages and other formats and providing communication support to help people participate in meetings and activities or access services.

[♦] **Equality impact assessments (EIAs)** – an EIA is a tool to assess if policies or services are having, or could have, an adverse impact on a particular group of people due to gender and/or other factors such as race or disability.

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Priority Theme Fairness						
Overall Objectives		Improve services and access to services for all women Improve employment practices to benefit all women Or Equality for all women				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
1	Improve the quality of our information base about women	a) Rotherham women's views are regularly sought to provide baseline information.	Nov/Dec 2007 and annually	'ReachOut' and an annual profile comparing women's and men's responses to the Quality of Life survey to inform the work of all partners.	CXD, RMBC	Information used by partners to inform work under all themes.
		b) Ensure all partners and services record and analyse data disaggregated by gender (plus ethnicity, age and disability.)	From September 2007	No disproportionate outcomes or differences in service take up, satisfaction or complaints between: - women and men - women from different sections of the community (where they wish to access these services).	<i>All partners Human Resources and performance leads</i>	
2	Improve access to information for all women Link to Alive	a) Review effectiveness of present methods and channels of communication with women.	March 2008	Reviews carried out and updated communications strategies/plans produced and implemented. Agreed indicators to measure the difference	Who? All partners Theme Boards LSP	All – as relevant for access to information and access to services

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	Include or not??	b) Implement Translation, Language and Accessible Communication policy fully within RMBC.	From September 2007	i) 100% of printed documents produced by RMBC carry strapline.	Design Studio, RBT	As above
			Twice each year from 2008	ii) Requests for information in other languages and formats are monitored and usage reported		
3	Strengthen our gender equality impact assessments	a) Extend equality impact assessments (EIAs) to include the impact on women of policy decisions and proposed budget spending or funding decisions.	From September 2007? Date to be agreed	i) 100% of reports to management teams, boards and Elected Members include detailed analysis of the gender equality implications of any proposals and the rationale for the final decision.	Statutory partners - RMBC PCT South Yorkshire Police	All
				ii) All EIAs or summaries are published on statutory partners' websites.		
		b) When partner organisations review their policies and plans they review them using the eight broad questions in this section.	From January 2008? Date to be agreed	i) 100% of reports to management boards include detailed analysis of the gender equality implications of any proposals and the rationale for the final decision.	Non-statutory partners	All
				ii) All revised policies and plans show they have considered the equality implications for women.		

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4	Build on our existing arrangements for consultation and involvement with women	a) Links established with Rotherham Women's Network.	From September 2007	i) 100% of major consultation exercises include at least one women-only session.	GROW	Achieving Proud
		Link to Proud		ii) 100% of consultation reports include a detailed gender breakdown of responses with equality monitoring data.	<i>All partners</i>	
			From September 2008	iii) Audit trails for consultation and EIAs show clearly that women from all communities of interest have been consulted.	<i>All partners</i>	
5	Increase people's awareness and understanding of women's equality through learning and development activities	a) Review equality training courses and materials (both partners' own in-house and externally provided ones) to ensure they include up to date gender equality issues.	<i>April 2008? Date to be agreed</i>	i) Revised training manuals and course materials for gender equality produced.	All partners – Human Resources or Training leads	All
				ii) Numbers of people who have participated in gender-related learning and development activities reported annually.		
				iii) Agreed measures to show impact of training in services - Links to customer satisfaction indicators and improved service outcomes over time.		

4 Sustainable Development

Vision for Rotherham

Rotherham will be a place where the conditions are right to sustain economic growth, the well-being of its citizens is prioritised and there is a high quality living environment sustained through minimising harm from development. Rotherham will be recognised locally, nationally and internationally for the positive impact of all organisations being excellent in sustainable development best practice.

Our vision for women

Women will have a strong role in sustaining economic growth, ensuring a strong, healthy and equal society, and a high quality living environment, for both present and future generations.

Introduction

Sustainable development has a broad base covering social, economic and environmental concerns. Many of the issues that fall within this theme impact upon the whole community in Rotherham and as with “Fairness” we have tried to make sure these are addressed through the other priority themes in a sustainable way. In line with other strategies we have covered sustainable communities and community cohesion under Proud in section xx. Similarly although sustainable transport emerged as an important topic we have covered transport under Safe in section xxx to reflect women’s priorities.

Whilst we acknowledge the vital part that women play in sustainable development we should not make assumptions about who takes certain decisions within households, or about people’s roles and responsibilities within their families. As 90% of our lone parent households in the borough are headed by women there is considerable decision making power there, but for low income households not always the means to exercise real choice if for example environmentally friendly options are more costly ones.

What we are doing now

Anything to add especially specifics re women to add to these general benefits for everyone?

- RMBC won a Business in the Community Environment award in 2005 for continuous improvement in embedding environmental principles into services and policies
- Recycling has increased from less than 4% in 1999/2000 to over 15% in 2005/06
- Deprivation is falling – the borough moved from 48th most deprived (of 364) local authorities in the country to 63rd in 2004
- Rotherham was accredited with Fairtrade Town status in 2006
- Streetpride champions – over 100 people are involved in improving street scene activities in their local area
- Ecological Footprinting is being promoted – this is a means of measuring our impact on the environment and natural resources, especially non-renewable ones, which can be calculated by organisations and individuals
- Fuel poverty is an issue for many pensioners, although it is being addressed through winter fuel payments. Fuel poor households are defined as having 10% or more of their income spent on basic energy needs and this will be an acute problem amongst households with one female pensioner as their household income tends to be lower. There is currently a lot of good work being undertaken to address fuel poverty in Rotherham coordinated by a multi-agency Steering Group to ensure effective joint working.

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- Rotherham Council was one of the first in the country to purchase all of its electricity from green sources

Outcomes from consultation

Overall more points emerged which related to the economic and social aspects of sustainable development rather than the environmental ones. However issues such as safer, cleaner streets and facilities; refuse collection and fly tipping; recycling; parks and green spaces; and the environment were mentioned. But as these issues are all well covered in other plans nothing specific has been included in this strategy.

Women certainly play an important and positive role as educators within their families in helping to raise awareness about sustainable development issues and encouraging others to make a difference. We need to promote environmental awareness amongst women through a range of media so they can make informed choices in their lives and raise awareness with others.

Transport featured strongly in the consultation with key points being:

- safety
- sustainability - investment needed to modernise rail travel, fewer HGV's on the road and more rail freight
- lower bus fares to encourage public transport use
- good transport links outside Rotherham town centre to make it easier for women to access jobs, schools and childcare
- better transport links between Parkgate and the centre of Rotherham, such as a railway station or a shuttle service

Good practice

GROW and RMBC are both participating in the Oxfam ReGender project and will be bringing back useful resources to ensure that gender analysis is incorporated into regeneration work from grassroots level in communities.

More detail to add

Overall objectives

Detail to add once actions agreed

- **Increase women's involvement in regeneration, planning and development**
- **Promote environmental awareness and sustainable development amongst women**
- **Improve local transport options for women** (see Safe)
 - increase women's access to a safe and effective public transport system
 - improve local transport options to fit better with women's patterns of transport use
- **Promote sustainable communities and community cohesion** (see Proud)
- **Ensure the sustainability of women's voluntary and community sector** (see Proud)

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Priority Theme Sustainable Development						
Overall Objective		Involve more women in sustainable development activities				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes <i>(and plans?)</i>
1	Increase women's involvement in regeneration, planning and development <i>Here or in achieving</i>	a) Participation in Oxfam's ReGender project – gender in regeneration training to better understand the needs of women in regeneration.	July 2007	Toolkits and resources from the training are used to ensure gender analysis is included in regeneration work.	GROW EDS, RMBC	Achieving Fairness
		b) Increase the numbers of women involved in planning and development decisions. Link to Achieving		i) A women's planning champion is identified within RMBC to ensure women's views are heard in planning and development.	EDS, RMBC	Achieving Fairness Proud
				ii) A women's planning forum which is representative of all women is established and linking in with planning officers and planning board.	<i>RWSG Rotherham Women's Network</i>	
2	Promote environmental awareness and sustainable development amongst women	a) Promote the benefits of ecological footprinting – sustainable and financial to women and women's groups.		<i>XX</i> sessions delivered to women's groups.	CXD, RMBC Local Action 21 Officer	Alive Learning Safe
		b) Increase participation and involvement of women from all communities in the Environment Forum.		<i>Targets/Activities (More women attend than men just, but no BME representation)</i>	Local Action 21 Officer	Achieving Proud

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		c) Promote Energy Efficiency Advice to women and women's groups.		Monitor take up of the warmth grant and the Save'N'Warm discount scheme by women, especially older women and disabled women.	Neighbourhoods, RMBC	Alive Learning Safe
	Is this feasible?	d) Research and compile a directory of local businesses owned by women who promote good practice in sustainable development or support Fairtrade.	September 2009	Directory produced and promoted widely. Could be on-line?	Women in Business, Rotherham Chamber??	Achieving Fairness
Priority Theme		Sustainable Development				
Overall Objective		Improve local transport options for women				
See action xxx in Safe omit if include in text?						
Priority Theme		Sustainable Development				
Overall Objective		Promote sustainable communities and community cohesion				
See action xxx in Proud omit if include in text?						

5 Rotherham Achieving

Vision for Rotherham

Rotherham will be a prosperous place with a vibrant, mixed and diverse economy and flourishing businesses. Inequalities between parts of the borough and social groups will be minimised. There will be an excellent town centre known for the high-quality design of its public spaces and buildings, specialist and quality shops, markets and cultural life for all age groups. Rotherham will be accessible from other areas and will have a wide choice of integrated transport options available. Villages and rural areas will be revitalised and provide high quality of life amongst Rotherham's beautiful countryside.

Our vision for women

Encourage, recognise, appreciate and celebrate the achievements of women in Rotherham – empowering and supporting women to reach their full potential and benefit from Rotherham's increased economic prosperity.

Achievement for one person may be entering or progressing in the workforce, for another becoming a volunteer, another raising a family or starting a business.

Introduction

Rotherham Renaissance is a long term programme for investment in Rotherham town centre which will create a new transport network and improved shopping, arts and business premises. These are issues that were important to the women with whom we consulted, particularly transport and improvements to town centre shopping and facilities to make them more family – friendly and accessible. We need to involve women in regeneration and all new town centre developments to be sure that their needs and priorities are met.

Access to high quality and affordable childcare, including breakfast clubs and afterschool clubs, was viewed as a priority, coupled with the need for more flexible working opportunities to help women balance work and caring responsibilities. Some women felt they faced barriers such as pay discrimination or a failure by employers to recognise and value transferable skills and experience gained outside paid employment.

One of the principle aims of this strategy is make sure that women's achievements and contributions in all fields – employment; enterprise; community and public life; and as parents and carers - are recognised and celebrated. In this respect the vision themes of Achieving, Learning and Proud are very closely interlinked and we have included the majority of relevant actions under the Proud theme, focusing on economic ones in this section.

Key facts

Although employment rates across Rotherham have increased significantly from 66% in 1997/8 to 73% in 2003/4, not all groups appear to have benefited equally. This is especially the case for women as one of the findings of the OCSI deprivation study was:

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“... employment rates among older people, lone parents, those with no qualifications and non-white female groups show significantly poorer levels and progress”.

- in February 2006, the Women and Work Commission concluded that the gender pay gap in Britain is one of the worst in Europe
- women in Rotherham earn on average £117 less per week than men and £40 per week less than the national average for women
- 49% of women in Rotherham work part-time compared with 8.5% of men (NOMIS 2004) which has implications for women's incomes, pensions and career opportunities
- in Rotherham on average men receive £104.64 state pension and women £74.66
- 56.5% of all women in the borough own their own home compared with 74% of all men
- 69.1% of women are economically active in Rotherham compared with 82.8% men
- women in Rotherham are **less** likely to be self-employed, employed or full-time students than in England/Wales as a whole
- women in Rotherham are **more** likely to be unemployed, looking after the home/family, or retired compared to women nationally
- Rotherham has higher than average numbers of women who are permanently sick or disabled, 6.6% compared to the national average of 4.9%

Working age employment rates by ethnicity

	Women in Rotherham	Men in Rotherham	Women in England	Men in England
White	67.5%	79.6%	71.8%	80.8%
Non-white	25.3%	73.4%	49.8%	66.4%

Whilst employment rates for men from non-white ethnic groups in Rotherham are much higher than in England as a whole the employment rate for women from non-white ethnic groups is very low. It is also significantly lower than the rate for women from white ethnic groups.

Pregnant women also face significant discrimination in employment despite legislation to protect their employment rights. A survey of 122 recruitment agencies nationally revealed that over 70% had been asked by clients to avoid hiring pregnant women or those of childbearing age. (Equalities Review, 2007)

Our actions focus on promoting economic and financial wellbeing and supporting women to fulfil their potential:

- identify parental demand for childcare compared to current availability and ensure parents/carers can access relevant information to make informed choices
- work with the Credit Unions and Welfare Rights to reduce financial exclusion for women and their families
- increase the numbers of women involved in enterprise, which as the EOC points out is one possibility for more flexible working
- inspire young women to maximise their potential and earning capacity
- support women's development into more senior roles
- work with key partners to develop and deliver projects to increase the employment rate of women in Rotherham
- promote equality for all women through good employment practices
- work with businesses on the implementation of flexible working and the benefits to both the employer and the employee

As a consultee said in one of our surveys: “Flexibility in working arrangements means we can keep skilled women in our companies.”

What we are doing now

Other examples to add, especially women specific

Various initiatives are in place to build women’s skills and confidence and to help them realise their potential:

- Rotherham 2010 are working with JIVE to attract more women apprentices into non-traditional roles
- Partnership working between UMCC and GROW with women in Eastwood and Springwell Gardens to explore opportunities for training, employment and volunteering.
- Athena Awards hosted by Rotherham Chamber of Commerce - they are awarded to people who demonstrate excellence, creativity, and initiative in their business or profession; and who have supported and encouraged women to realize their full leadership potential.

Case study

Girls into Enterprise

Rotherham Ready (part of RMBC 14-19 team) held an event called Girls into Enterprise in November 2006 during Enterprise Week, which involved 80 young women aged 9-19 and 20 women business leaders. The day focused on hands-on fun enterprise activities and will provide plenty of opportunities to build upon. The event gave the young women the opportunity to work directly with inspiring women who have a leadership role, with many from Engineering, Science, Technical and Professional sectors.

Overall objectives

- **Support the development and sustainability of quality, affordable, accessible early years and childcare**
- **Create a vibrant, successful and safe Rotherham town centre with good quality family friendly facilities**
- **Increase women’s employment options and employment rate**
 - increase women’s employment rate
 - promote women’s equality in employment
 - increase the number of employers in Rotherham who support flexible working
- **Increase the average earnings of women in Rotherham**
- **Increase the numbers of women with new start businesses or undertaking start up training**
 - increase the number of new start businesses (accommodated in the Council’s premises) started by women
 - increase the number of women undertaking start up training through Rotherham Chamber
- **Celebrate and promote the positive achievements of Rotherham women** (see Proud and Learning)

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Priority Theme Achieving						
Overall Objective		Support the development and sustainability of quality, affordable, accessible early years and childcare				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
1	Increase take up of formal childcare	a) Carry out an assessment of the availability of and demand for childcare.	April 2008	Assessment undertaken and findings used to inform childcare plans.	C&YPS, RMBC	Learning Early Years, Childcare and Extended Services Plan
		b) Increase take up of formal childcare amongst low income families.	December 2008	i) Take up of childcare increased through taster initiative. Target/numbers		
			Ongoing	ii) Information on tax credits and benefits provided to parents.		
2	Improve access to information about childcare options	a) Ensure parents/carers can access relevant information to make informed choices.	September 2007	i) Comprehensive web based 'directory' of information available.		
			April 2008	ii) Staff within Children's Centres trained to delivery CIS information.		
			April 2008	iii) CIS enquiry levels increased.		

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Priority Theme Achieving						
Overall Objective	Create a vibrant, successful and safe town centre with good quality family friendly facilities					
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
3	Ensure women are fully involved in town centre developments and activities	a) Review existing consultation and involvement around town centre developments and activities with women.	Ongoing	i) Baseline information gathered and reported to RWSG and EDS management team.	RIDO, EDS	Alive Sustainable Development Town Centre Masterplan
			tbc	ii) Produce and implement an action plan to ensure that all new town centre developments consider their impact on all communities.		
				iii) Role and remit of a Women's Planning Champion identified. Link to sustainable development		
	Link fairness actions	b) Conduct integrated impact assessments on all town centre developments, particularly developments around the interchange and cultural space.	Ongoing	i) Proposed town centre development plans are assessed against the needs of families and disabled people through involvement and consultation.	EDS	Fairness Safe

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			tbc	ii) Needs analysis for cultural service provision procured, consultation on buildings design layout and content undertaken.		
4	Understand the needs of women in regeneration	a) Gender in regeneration programme undertaken to better understand the needs of women in regeneration. See action 1 in Sustainable Development		Oxfam Gender in Regeneration programme completed and action plan produced.	EDS	Fairness Sustainable Development
Priority Theme Achieving						
Overall Objective		Increase women's employment options and employment rate				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
5	Increase the employment rate of women in Rotherham	a) Work with key partners to develop and deliver projects to help lone parents and workless women find and retain suitable employment, with adequate in work reward.	Ongoing	i) Reduce the percentage of women claiming workless benefits.	Jobcentre Plus EDS, RMBC	Employment Plan
			December 2007	ii) Delivery of Stepping Stones and Jobs Brokerage Projects.		
				iii) Implement the GROW element of the Jobs Brokerage programme to increase the number of women returning to work.	GROW	

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6	Promote equality in employment for all women	a) Promote good employment practices, including adopting anti-discriminatory practices in recruitment, training and career development.	Ongoing	Carry out employment monitoring to ensure fair outcomes for all women. (see Fairness)	All partners' Human Resources and Training Team leads	Fairness
		b) Improve job adverts to make jobs more attractive to a wide range of women, including by promoting flexible working.		Monitor success through applications.	All partners' Human Resources and Training Team leads	
7	Increase the number of employers in Rotherham who support flexible working	a) Develop project proposal to work with businesses on the implementation of flexible working practices (e.g. term time, flexi hours) and their benefit for women in the workplace and employers.	December 2007	◆ Project scope defined ◆ Secure resources ◆ Identify good practice ◆ Identify businesses to support	EDS, RMBC	
Priority Theme Achieving						
Overall Objective		Increase the average earnings of women in Rotherham				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
8	Reduce financial exclusion for women and their families	a) Work with the Credit Union and Welfare Rights to reduce financial exclusion for women and their families - by increasing the number of people with accounts, and access to financial advice and affordable credit.	April 2008	i) Increased promotion of CU services and provision of CU accounts, especially to those without bank accounts. <u>Targets/numbers</u>	Credit Union	Fairness Safe Financial Inclusion Strategy

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				ii) Volunteering opportunities to improve employability. Targets/numbers		
9	Develop talent management framework detail	a) Work with other Councils and partners in sub-region to develop talent management framework, including supporting women's development into senior management.	March 2008	Top 5% of earners in RMBC who are women – 42.12% (in top quartile.) Revised target for 2010 needed	Strategic Human Resources, RMBC	Learning
10	Inspire young women to maximise their potential and earning capacity	a) Through Investors in Education and U-Xplore inspire young women in their career and future choices.	Date needed	Investors in Education available in xxx schools.	Rotherham Chamber of Commerce?	Proud Learning
Priority Theme Achieving						
Overall Objective		Increase the numbers of women with new start businesses or undertaking start up training				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
11	Support and encourage women entrepreneurs	a) Develop programme to support women entrepreneurs.	March 2008	Identify need, gaps and good practice and assess funding options.	EDS, RMBC Youth Enterprise	Learning Proud LAA
		b) Raise enterprise awareness of young women through Rotherham Ready.	August 2007	i) Enterprise Summer School for female Year 9s.	EDS, RMBC	Learning

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			March 2008	ii) Keep building library of case studies of female Young Entrepreneurs and other publicity.	Youth Enterprise	
		c) Submit a Round 3 Local Enterprise Growth Initiative proposal for Rotherham, recognising the needs of female entrepreneurs.	December 2007	Proposal submitted.	EDS, RMBC	Learning Proud
		d) Provide support for growth of cottage industries in Rotherham.	December 2007	Proposal developed to progress the initiative.	UMCC	Fairness

Need something specific re bme women and employment or older women 50+ and employment in line with OCSI findings?

6 Rotherham Alive

Vision for Rotherham

Rotherham will be a place where people feel good, are healthy and active, and enjoy life to the full. Health services will be accessible and of a high quality for those who require them. Rotherham will celebrate its history and heritage – building on the past, and creating and welcoming the new. People will be able to express themselves and have opportunities to be involved in a wide range of high quality cultural, social and sporting activities. The media, arts, literature and sport will flourish. As a society, we will invest in the next generation by focusing on children and young people.

Our vision for women

Women in Rotherham will achieve physical and mental well being through reducing barriers to accessible and high quality activities and services.

Introduction

Health inequalities between communities and communities of interest exist but measures are in place to overcome these through the Neighbourhood Renewal Strategy and the Public Health Strategy, which this strategy supports. A wide range of issues were raised in consultation about health and social care with the predominant ones being better information, more local services, and support/respite care for carers:

Access to and participation in sports, leisure and social activities is a key priority for Rotherham women but publicity doesn't always reach everyone about the activities on offer. As referred to earlier the costs of participating in leisure activities can be a barrier for women despite initiatives such as Rothercard. Lack of childcare or transport may also prevent women from participating. Young women themselves and their carers both mentioned having more activities for children and young people.

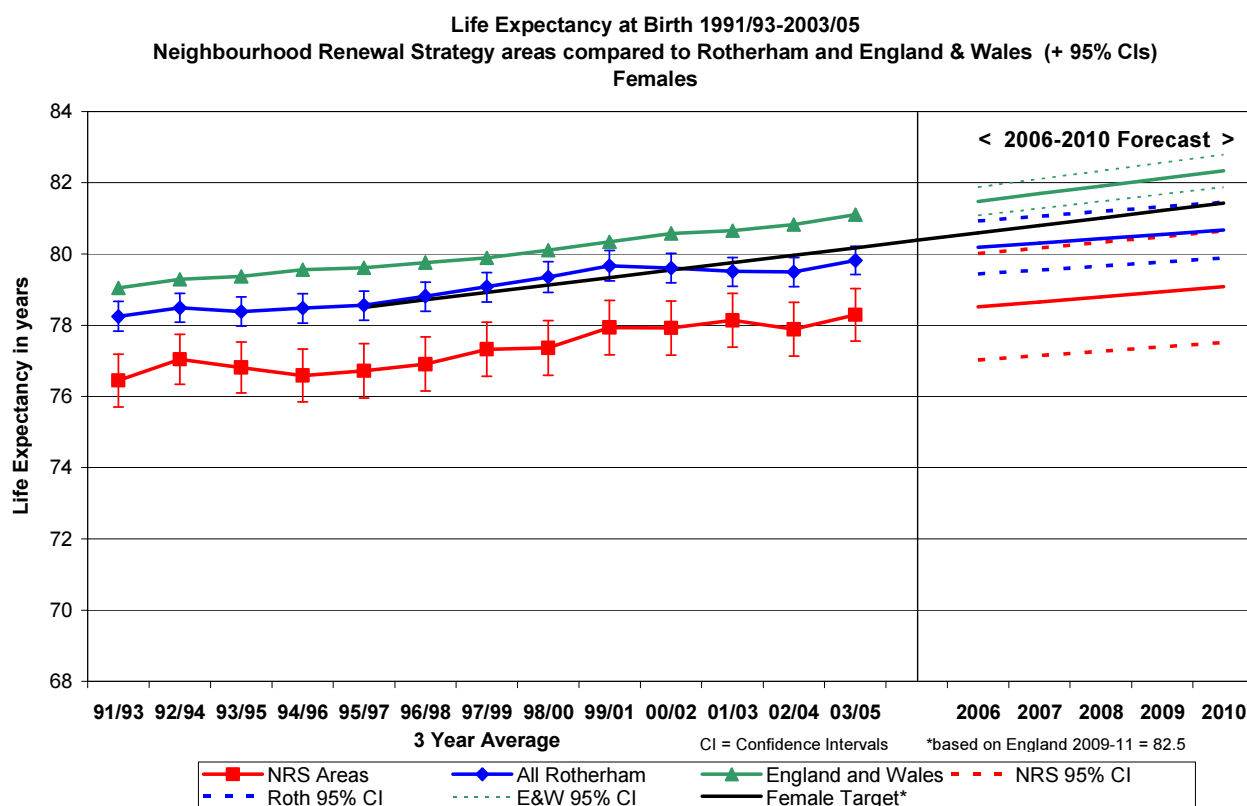
The vast majority of library services are free, and access is available across the Borough, whether in static sites or via mobile libraries, so there is enormous potential for services to be seen as a contact point for women, as well as a direct provider of services. The residents' survey (2005/6) revealed that about 36.6% of women visit a public or mobile library in their spare time compared with 17.1% men. Despite the growth of information technology in recent years we know there are differences in preferred communication methods between women and men. For example fewer women use computer/internet/email than men - 50.9% compared with 67%. In the safe environment of libraries we can encourage women to learn new skills, gain confidence and open up much wider access to information about the services and opportunities provided by all partners.

All new-build and refurbished premises should be women friendly (Children's Centres, Joint Service Centres, health facilities, sports and leisure facilities) including good public transport access (links to Safe), baby/child friendly, with childcare on site and fully accessible to disabled women.

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Key facts

- women live longer than men and their life expectancy is increasing, but it is still below the national average (79.8 years for women)



- 24% of women in Rotherham smoke daily or occasionally
 - 20% of women in Rotherham are drinking more than the recommended amount of alcohol
 - 74% of women in Rotherham think their diet could be healthier
 - around 10% of women in Rotherham don't do any physical activity
- Source: Rotherham PCT Lifestyle Survey (2005)
- less than 20% of Rotherham women breastfeed their babies – this drops to only 10% in the most deprived parts of the Borough
 - around 250 young women aged under 18 will become pregnant each year
- Source: Public Health Directorate, RPCT
- 34.7% of women play sport or take exercise compared to 50.9% of men
 - 11.2% of women belong to a society or community group compared to 20.3% of men
- Source: Library Services Residents survey (2005)
- Rotherham has higher than average numbers of women who are permanently sick or disabled and women are more likely to be suffering from a limiting long term illness
 - women are living longer but for some the extra years of longevity are not healthy ones
 - women provide the majority of Rotherham's higher than average unpaid care, particularly women who provide more than 50 hours or more each week
 - nearly 1 in 10 women in the borough provide unpaid care for at least one hour each week, which is one of the highest rates in the country
- Source: Profile of Women in Rotherham (April 2006)

Specific consultation outcomes

Different groups of women have specific needs from sports and leisure activities: **Any more**

- transsexual women raised concerns about using sports facilities for fear of not being accepted
- young women wished for more opportunities to do “non-traditional” sports in school
- some women, including disabled women, would prefer the choice of having women-only or women and children only sessions
- bme women mentioned being screened off from public view in the swimming pool or when moving from the changing room to the pool during all women sessions
- social isolation is more prevalent amongst lone parents; women who are new arrivals in Rotherham; older and disabled women; and lesbian and transsexual women

Views on a women-only space or women’s centre were mixed and this requires further research to determine the level of potential demand and what activities women would like to have included – learning, social, advisory services, meeting space.

From the research and consultation outcomes above, we will take action to:

- encourage family based activities – physical activity, learning and healthy eating
- reduce social isolation and promote mental health and well-being
- look at more effective ways of communicating with all women
- increase women’s participation in activities

What we are doing now

- Rotherham Primary Care Trust has recently undertaken a Health Equity Audit on breastfeeding in Rotherham which shows that whilst breastfeeding rates in Rotherham are increasing, they are still low. Ongoing work to support and promote the positive benefits of breastfeeding needs to be matched by family friendly facilities in public and town centre buildings.
- Jobcentre Plus/Mental Health link - ? **Check with PCT**
- SureStart – services include childcare and early years provision, parenting support, breast feeding support
- Tassibee provides a range of training, support and social activities for Asian women.
- Libraries offer a wide range of opportunities for personal development - reading groups, community information, literacy and skills for life collections. They provide material in other languages and have a home delivery service for people who find it difficult to access services.

Case study to add

Overall objectives

- **Improve access to and information about services and activities for all women**
 - ensure existing information networks are widely advertised and updated regularly for health and social care
 - improve information and advice services for carers
 - ensure new-build and refurbished premises are women friendly
 - further develop libraries as a women-friendly space and contact point for information as well as a service provider
- **Increase women's participation in sport, leisure and cultural activities**
Detail to be added after further discussion with C&L but see ideas in action plan
- **Support delivery of key actions for women in Rotherham's Joint Public Health Strategy**
 - in relation to breast feeding, healthy lifestyles and parenting support
- **Promote women's mental health and well being**
 - raise awareness about local counselling services
 - reduce social isolation and support women to access leisure and cultural activities

Basic ideas relating to health will be taken forward for discussion with colleagues in the PCT and developed further

Rotherham – Working Together for Women

Priority Theme Alive						
Overall Objective		Improve access to and information about services and activities for all women				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes <i>(and plans?)</i>
1	Improve health and social care information	a) Ensure existing information networks are widely advertised and updated regularly for health and social care.		i) Poster produced and distributed to all public access sites (NHS and RMBC) and community organisations and groups.	NHS	Fairness
				ii) Online directory of targeted services/activities for women established.		Fairness
		b) Improve information and advice services for carers.		Evidence of consultation and involvement with local women. (See fairness		Fairness Proud
2	<i>Potential actions to develop re care/respite care</i>			<i>check existing targets/benchmarks</i>	Adult Services, RMBC	Achieving Proud
3	All new-build and refurbished premises to be women friendly (Children's Centres, Joint Service Centres, health facilities, sports and leisure facilities)	a) Ensure buildings are women friendly including good public transport access, baby/child friendly, childcare on site and accessible to disabled women.		i) Involve Rotherham Women's Network and Rotherham Women's Strategy Group in planning process.		Fairness Sustainable Development

Rotherham – Working Together for Women

4	Encourage the use of libraries as women-friendly spaces	a) Further develop libraries as a women-friendly space and contact point for information as well as a service provider.		To work out detail with Libraries Manager	C&L, RMBC	Learning
Priority Theme Alive						
Overall Objective		Increase women's participation in sport, leisure and cultural activities				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
5	Increase participation in sport, leisure and cultural activities by women from all communities	a) Cultural Strategy and Rotherham Active Partnership to identify baseline and targets for increased participation by women.		New targets for participation and satisfaction established.	C&L, RMBC	Fairness Learning
		b) Review sports/physical activity provision for young women in school/college settings to promote participation and ensure activities are more tailored to age group.		Targets Changes to activities offered Increase in participation/satisfaction	RAP CYPS	Achieving Fairness
6	Explore with local women the possibility of having a Rotherham Women's centre	a) Carry out a wider study to find out the level of interest in having a women's centre and what services/activities women would like to have.		Project scoped Funding identified for research	??	Learning? Proud Safe

Rotherham – Working Together for Women

Priority Theme Alive						
Overall Objective		Promote women's mental health and well being				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
7	Increase awareness about counselling services	a) Raise awareness about local counselling services to encourage women to self refer at an earlier stage.			RPCT	Safe?
		b) Reduce social isolation and support women to access leisure and cultural activities.		Link to action 5		
Priority Theme Alive						
Overall Objective		Ensure actions identified in Rotherham's Joint Public Health Strategy are achieved Support delivery of key actions for women in Public Health Strategy				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
8	Increase the number of women who initiate and sustain breastfeeding (links to action 4)	a) Primary Care Infant Feeding Coordinator appointed by September 2007 and all Health Visitors trained to support breastfeeding	September 2007	Breastfeeding policy established in RMBC and other Rotherham Partnership members by December 2008	RPCT	Public Health Strategy
		b) Information available on baby/breastfeeding friendly services/ facilities across Borough including Breastfeeding Friendly Awards scheme	December 2008	Targets/numbers of women and award winners		

Rotherham – Working Together for Women

9	Encourage women to achieve healthier lifestyles	a) Increase support for women of all ages to achieve healthier lifestyles – food nutrition, physical activity, sexual health, alcohol and drugs.		NHS health trainers target for contacts Check existing targets	RPCT	Safe
10	Develop parenting support	a) Develop parenting support – particularly for young parents and link to reducing isolation, mental health and well being.				

7 Rotherham Learning

Vision for Rotherham

Rotherham people will be recognised as being informed, skilled and creative, innovative and constructively challenging. They will be self-confident and have a sense of purpose. They will aspire to develop and achieve their full potential in their chosen careers, work, leisure and contributions to local life. Learning and development opportunities will be available and accessible to all. Through this enabling, learning environment, involvement and entrepreneurship will be encouraged.

Our vision for women

Women in Rotherham will benefit from a co-ordinated approach to consulting and involving women by all agencies, increasing sustainable opportunities for women to learn and develop skills in a wide range of settings.

Introduction

Nationally over recent years, there has been an increase in the proportion of both young women and young men in the UK who gain two or more GCE A levels (or equivalent). This increase is more marked among women, who also outperform men in vocational qualifications. Traditional segregation still occurs in the subject choices men and women make. Business was the most popular subject for both sexes taking an Advanced GNVQ, but then the next most popular subjects differed with 25% of women taking Health and Social Care compared with 1% of men, and 22% of men taking Information Technology compared with 4% of women.

In Rotherham comparing levels of qualifications by gender shows a different picture depending on whether we compare the whole population or the economically active population. Overall there are more women than men with no qualifications in Rotherham, but within the economically active population the reverse is true. This indicates that economically inactive women and older women are more likely to have no qualifications. Both women and men in Rotherham are less likely to have higher level qualifications when compared to the national average.

Access to training and learning opportunities featured strongly in our consultation as women want to take up opportunities either for pleasure, to retrain or return to paid employment, or to increase their employability. As with participation in other activities women mentioned the same barriers – costs, childcare and transport, plus physical access for some disabled women.

Consultation outcomes

- better training opportunities for all women
- need for someone to co-ordinate learning opportunities
- better information
- local learning opportunities in community settings
- flexible learning opportunities
- not all learning to be accredited
- childcare provision to support participation
- more coordination
- focus on learners needs
- lack of confidence to go on a course

Key facts

- of all women aged 16-74, 38.5% have no qualifications compared with 30.6% of males
- only 27.3% of women who are economically active (aged between 16 and 64) have no qualifications compared with 34.8% of males
- in 2004 the number of girls achieving 5+ GCSE's grade A* to C was 49% for Rotherham compared with 42.3% for boys (ONS, 2006)
- women in Rotherham are above the national average in accessing Further education but below the national average in accessing Higher Education.
- comparing women and men in Rotherham, women are more likely to have GCSE, NVQ Level 1-3 or A/AS level qualifications
- three times as many men than women claim Job Seekers Allowance in Rotherham

So whilst women do comparatively well at GCSE and A level, going onto further education – they fare less well as economic citizens of the borough.

What we are doing now

- the Learning sub-group has already undertaken some initial research on take up of learning by women 19+ in the voluntary and community sector and analysis of the aims and objectives of the 14-19 strategy and the RALP to ensure the needs and aspirations of young and adult women are met.
- Rotherham Ready is our innovative programme putting Rotherham at the forefront of enterprise education in the UK by giving enterprise skills to every young person in Rotherham aged from 4-19 (see case study in Achieving)
- *add something re scope and depth of current providers providing courses for women?*
- *indication of numbers participating?*

Case study

Janice Chadwick Admin Officer RMBC (photo to add)

“Do you ever say “Oh I don’t think I can do that” or “I’m too old to start doing that”? All I can say is don’t give in to such negative thoughts. I went back to college at 50 and re-trained. No big deal to some people, but it was for me. I had been a typist in the late sixties and seventies, before leaving work to have children – I had never been near a computer in my life! At college we all helped each other. Age was no barrier. I took exams (the first one being the most frightening, as my tutor said it would be). The feeling of passing exams was brilliant! Starting back at work was also scary at first, but again, as at college, I received support and encouragement from my colleagues. It doesn’t matter what level you go to, you will definitely achieve personal satisfaction by trying. It may or may not be work related, but have a go! Who knows what you’ll achieve if you just try!”

Case study

Women into the Built Environment project (WITBE) based at Sheffield Hallam University

The project was developed to enable and increase the long term participation of women in South Yorkshire in training, education and employment in the built environment sector. Working with SYWDT the project has provided practical craft based training for women in the construction trades, including for young women at risk of leaving education before 16. SYWDT has set up a Women’s Construction Centre in Sheffield and is able to deliver practical courses in a supportive environment taught by tradeswomen, while also developing the skills of the tradeswomen to gain teaching qualifications. Other courses are available for women who might be considering a move from a non-technical job to a technical job within the built environment sector, for women returners to the sector, or as a stepping stone to other courses.

Overall objectives

- **Build self esteem and confidence building into learning opportunities** so that young and adult women can access lifelong learning and development opportunities for themselves
- **Widen participation through providing learning opportunities that meet the needs and aspirations of all women**
 - monitor take up of women's learning (19+) in the voluntary and community sector
 - monitor the retention of young and adult women on learning opportunities, seeking feedback to ensure courses were relevant and fun
 - set up twice yearly teaching and learning forums to share practice and inspire teaching methods and styles
 - Learning Forums to monitor the barriers to learning for young and adult women to widen effective and ongoing participation
- **Promote learning for all young and adult women**
 - create methods to promote positive images of women learning in Rotherham including colleges, workplace and voluntary agencies
 - identify local learning champions to inspire young women, parents and carers and raise their aspirations so they go onto Further Education (FE) and Higher Education (HE)
 - identify progression routes for young and adult women and promote them
- **Increase employment opportunities for young and adult women**
 - analyse the take up of non-traditional employment routes for young and adult women, develop and promote opportunities
 - further develop work experience and learning opportunities to allow more young women to enhance their employability skills
 - establish take up of workforce development undertaken with female employees

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Priority Theme		Learning				
Overall Objective		Widen participation through providing learning opportunities that meet the needs and aspirations of all women				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
1	Establish and maintain clear picture of women's involvement in learning opportunities	a) Monitor take up of all women's learning (19yrs +) delivered in the voluntary and community sector having established the baseline for 2005/6.	March 2008/2009/2010	Annual report produced measuring like for like data using VcTrain, Adult Community Learning, RMBC and VAR data.	South Yorkshire Learning Network	Fairness
		b) Meet with the 14-19 adviser / manager and liaise with RALP to discuss findings from the analysis of the aims and objectives of the 14-19 strategy and the RALP.	Need date for new plan	New RALP development plan produced which will ensure the needs and aspirations of young and adult women are met.	C&YPS, RMBC	
		c) Learning Forums to monitor the barriers to learning for young and adult women to widen effective and ongoing participation.	March 2008	Establish forums and develop a community learning plan which includes identifying barriers and solutions to overcome them.	South Yorkshire Learning Network	Fairness
		d) Monitor the retention of young and adult women on learning opportunities, seeking feedback to ensure their course was relevant and fun.	From March 2007	Link in with local colleges, LSC, training providers, connexions and Next Step to gain retention rates.	GROW	Fairness

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		e) Set up twice yearly teaching and learning forums to share practice and inspire teaching methods and styles.	Need date	i) Establish learning forum and liaise with RALP Quality sub group and 14 – 19 team styles.	UMCC	Achieving
				ii) Share good practice by having joint events (14-19 and 19+ workers)		
Priority Theme Learning						
Overall Objective		Promote learning for all young and adult women				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes <i>(and plans?)</i>
2	Promote positive images of women learning	a) Create a range of methods to promote positive images of a diverse range of women learning in Rotherham including colleges, workplace and voluntary agencies.	From June 2007	i) Case studies Rother fm Rotherham Star women's pages	RMBC	Achieving Proud
			Annually	ii) Work with community learning to produce guide / booklet to learning which is women friendly.		
			Annually	iii) All learning providers feature women case studies in their prospectuses and information.		

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		b) Identify local learning champions to inspire young women, parents and carers so they go onto Further Education and Higher Education.	March 2008	Agreement how to promote and signpost and link in with partners.	South Yorkshire Learning Network	Achieving
		c) Identify progression routes for young and adult women and promote them.	September 2007	Examples of good practice identified and booklet produced.	GROW	Achieving
Priority Theme Learning						
Overall Objective		Build self esteem and confidence building into learning opportunities				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes <i>(and plans?)</i>
3	Increase women's confidence to access learning opportunities	a) Ensure self esteem and confidence building programmes are built into learning opportunities so that young and adult women can access lifelong learning and development opportunities for themselves.	October 2007	3 types of confidence building activity/programme produced 1. Bolt on module to all learning provision. 2. Embed confidence building into existing learning provision. 3. Develop on – line package.	UMCC	Alive Achieving

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Priority Theme		Learning				
Overall Objective		Increase employment opportunities for young and adult women				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
4	Increase skills and employment opportunities	a) Analyse the take up of non-traditional employment routes for young and adult women, develop and promote opportunities.	June 2007	Use 'various sources of information from partner s and produce a report.	GROW	Achieving
		b) Further develop work experience and learning opportunities to allow more young women under 18, including teenage mums, to enhance their employability skills.	Sept. 2007	Establish baseline of opportunities, produce a report and identify new measures such as take your daughter to work day. Targets	C&YPS, RMBC	Achieving Proud
		c) Establish take up of workforce development undertaken with female employees in all partners.	April 2008	Report produced.	Learning and Skills Council? Rotherham Chamber?	Achieving Fairness

8 Rotherham Proud

Vision for Rotherham

Rotherham people, businesses and pride in the borough are at the heart of our vision. Rotherham will have a positive external image and its people will be renowned for their welcome, friendliness and commitment to the values of social justice. Active citizenship and democracy will underpin how Rotherham works. Achievements and diversity will be celebrated. Rotherham will be a caring place, where the most vulnerable are supported. It will be made up of strong, sustainable and cohesive communities, both of place and interest, and there will be many opportunities for people to be involved in civic life and local decision making. The means to do this will be clear, well known and accessible.

Our vision for women

Rotherham recognises, encourages and celebrates the contributions women make to the community. Through recognising and valuing their strengths and diversity, women will become champions and ambassadors in local civic life and decision making; developing women's confidence and strengthening local pride.

Introduction

The importance of women coming together to build sustainable communities and promote community cohesion is summed up by this quote from a member of Eastwood and Springwell Gardens Women's Forum:

"Joining the Eastwood and Springwell Gardens Women's Forum has helped me get to know other women from my community from different cultural backgrounds. We have learnt a great deal from each other. I believe that local women working together and supporting each other can make a difference in our community and make it a better place to live."

Proud is our central theme for showcasing the many and varied contributions of Rotherham women. Several actions in this section are ones to celebrate and promote these positive achievements to a wide audience by a variety of means.

It was evident from our consultation that Rotherham women want their views to be heard and to have better opportunities to have a say in what happens in Rotherham. However they were not always aware of the potential ways in which they could become involved in community and public life. Various barriers to participation were also identified, such as a lack of childcare, times of meetings, confidence and intimidating environments.

Key facts

- in 2006 27% (17/63) of our Elected Members in Rotherham were women which is slightly lower than the national average of 29%
- a survey of 438 voluntary sector organisations undertaken by Voluntary Action Rotherham, identified a substantial number of women volunteers with 1954 women each working on average 5.5 hours per month

Following our consultation future actions will be based on:

- promoting the positive achievements of Rotherham women
- building women's confidence to engage in opportunities and services
- encouraging women's active involvement in community and public life
- women coming together to celebrate women's diversity and build sustainable communities

Our consultation also supported the research findings into the needs of lesbian, gay, bisexual and transgender (LGBT) people in Rotherham published in January 2004. This identified that very little consultation with LGBT people was carried out within the borough. It also identified a lack of services, facilities and venues and the absence of a recognised, unified LGBT community.

What we are doing now

more to add?

- Rotherham Women's Network was launched on International Women's Day 2007 to represent the views and aspirations of all Rotherham women and link in with the Community Empowerment Network
- REMA organise the Peace Tent as a recent but now integral part of the Diversity Festival at Rotherham Show which brings together people from all communities

Case study or "see me through my eyes"

RMBC Community Arts Service/Skills Choice

Kapra Project – a cultural diversity access project

The aims of the project were to:

- create an awareness of the traditional textile techniques within the wider community
- contribute to the wider social inclusion policy of the council by targeting the project for Asian women
- enhance the craft skills within the group of Asian Women;
- contribute towards the creative industries development within the borough
- bring out the heritage of the community through exhibition.

Two textile exhibitions were held in December depicting the story of water in the life of women who lived in rural Pakistan and Asian women increased their textile and craft skills.

Overall objectives

- **Celebrate and promote the positive achievements of Rotherham women**
 - including celebrating the role of women in Rotherham's history
 - promoting positive images of women when promoting Rotherham
 - developing local events and opportunities to bring women from diverse communities together
- **Gain an in-depth understanding of women's needs and priorities in Rotherham**
 - share knowledge, information and research between partner organisations

- **Build women's confidence to engage in opportunities and services**
 - encourage and support women to be active in community life and local decision-making
 - build women's confidence to assert their needs and have their views listened to
- **Increase the representation of women in local democracy**
- **Ensure the sustainability of women's voluntary and community sector**
- **Promote sustainable communities and community cohesion**
 - establish an inter-faith women's group
 - develop effective networking and consultation with LGBT women

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Priority Theme Proud						
Overall Objective		Celebrate and promote the positive achievements of Rotherham women				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
1	Gain a better understanding of the contribution women make to life in Rotherham	a) Undertake further research and analysis of women in Rotherham to gain a better understanding of the contribution women make to life in Rotherham.	November 2007	i) Information produced and publicised showing women's contribution to the voluntary sector and to community and family life in Rotherham.	CXD, RMBC	Achieving Alive Fairness Learning Sustainable Development
			March 2008	ii) Rotherham's Women's History project developed and promoted.	Rotherham Women's Network	
			September 2008	iii) Materials produced to promote positive role models and women's achievements in local and civic life.	?	Achieving Fairness Learning
2	Recognise and celebrate women's achievements in Rotherham	a) Develop links with the ATHENA award winner 'Woman of the Year'.	From March 2007	i) Promote Athena model in all partners.	Rotherham Chamber	Achieving Proud
				ii) Number of organisations involved in Athena.		
		b) Community Achievement Award to include a specific category for women in Rotherham.	November 2007	Specific category for women in Rotherham established.	Proud theme group	Achieving Fairness Proud

Rotherham – Working Together for Women

		c) Develop links with Rotherham Ambassador Scheme.	March 2008	Rotherham Women Ambassadors established.	<i>Achieving theme group</i>	Achieving Fairness
3	Hold a range of events to bring women together from diverse communities	a) Develop and co-ordinate local events and opportunities to bring women from diverse communities together such as: - International Women's Day - Rotherham Women's Day/week - Take your daughter to work day - Woman of the month awards	From January 2008	Events held.	Rotherham Women's Strategy Group	Achieving Alive Fairness Learning
4	Promote positive images of women in Rotherham	a) Features about women community workers and other women in Rotherham Council Matters and other local media including Rother fm.	From October 2007	Series of articles published and radio coverage.	CXD, RMBC Rotherham Women's Network	Achieving Fairness Safe
		b) Ensure positive images of women are used on buildings and in advertising – link to planning/licensing criteria.		Images of women used on buildings in the town and in street advertisements publicise Rotherham in a positive way.	??	

Rotherham – Working Together for Women

Priority Theme Proud						
Overall Objective		Gain an in-depth understanding of women's needs and priorities in Rotherham				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
5	Understand women's needs and priorities	a) Share knowledge, information and research between partner organisations.	January 2008	Develop and establish a women's steering group under the Proud Theme.	Proud Theme Group Rotherham Women's Network	Fairness Sustainable Development
	Links to fairness actions	b) Carry out a 'mini-audit' of community and area plans to explore how they address issues for diverse women and involve women.	March 2008	Plans reviewed, audit carried out, and action plan developed.	Neighbourhoods Equality and Performance Officers	Alive Fairness Safe Sustainable Development
Priority Theme Proud						
Overall Objective		Increase the representation of women in local democracy				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
6	Involve more women in public life	a) RMBC and Parish Councils to review the representation of women on committees and boards and explore ways to attract a broad range of candidates.	January 2008 tbc	i) Working group established. ii) Audit undertaken and representation reviewed. iii) Action plan and training plans developed. iv) Post review possibly set some targets?	CXD, RMBC	Achieving Fairness Proud

Rotherham – Working Together for Women

Priority Theme Proud						
Overall Objective		Build women's confidence to engage in opportunities and services				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes <i>(and plans?)</i>
7	Encourage and support women to be active in community life and local decision-making	a) Map existing accredited courses, funding opportunities and local opportunities around community leadership and citizenship.	September 2007	Training package for women to become involved in community leadership i.e. involved in democratic processes and citizenship, developed and delivered.	Cross sector Community Leadership Strategy group	Achieving Fairness Learning
		b) Co-ordinate an open day and other events for women to raise awareness and confidence on aspects of civic life, community leadership and democratic processes.	November 2007	Event held to link in with local democracy week.	RMBC Rotherham Women's Network RWSG	
		c) Develop opportunities for women to become involved in Area Assemblies and Community Planning.	March 2008	<i>Numbers involved, representativeness?</i>	<i>Rotherham Women's Network RMBC</i>	
		d) Establish a gender champion within the Council.	May 2009	<i>Officer and/or Member Other partners? SY Police have agreed</i>	<i>RWSG RMBC</i>	
		e) Establish a Women's group that is representative of women from diverse communities and backgrounds.	May 2010	<i>Role and remit to be determined</i>	<i>??</i>	

Rotherham – Working Together for Women

Priority Theme Proud						
Overall Objective		Promote sustainable communities and community cohesion				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes <i>(and plans?)</i>
8	Promote inter-faith working	a) Establish an Interfaith women's group to promote cohesion and sustainable communities.	December 2008	Group established and Initial work plan developed	CXD, RMBC	Achieving Fairness
9	Strengthen effective involvement with LGBT women	a) Develop effective networking and consultation with LGBT women, through young people's and community groups.	March 2008?	LGBT women are supported to participate in consultation and audit trail shows their inclusion in consultation sessions.	RMBC	Fairness
Priority Theme Proud						
Overall Objective		Ensure the sustainability of women's voluntary and community sector				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes <i>(and plans?)</i>
10	Promote and sustain the women's voluntary and community sector	a) Ensure the sustainability of women's voluntary and community organisations as an important part of the fabric of the community.	Ongoing	i) Funding and support for an umbrella organisation for women's vcs groups	??	Achieving Fairness
			December 2010	ii) Increase by XX% public services delivered by women's VCS in Rotherham.		
11	Promote and sustain Rotherham Women's Network	a) Ensure the sustainability of Rotherham Women's Network	Ongoing	Something re ongoing capacity building and involvement and funding	GROW	Fairness

9 Rotherham Safe

Vision for Rotherham

Rotherham will be a place where neighbourhoods are safe, clean, green and well maintained, with well-designed, good quality homes and accessible local facilities and services for all. There will be attractive buildings and public spaces. Communities will be peaceful but thriving, relatively free from crime and the fear of crime, drugs and anti-social behaviour. Environments, people and businesses will be protected and nurtured. Children will be safe from harm and neglect. A preventative approach will be taken to minimise crime, accidents and hazards; and to further strengthen resilience and thus safeguard all Rotherham citizens.

Our vision for women

We recognise that safety for women encompasses environmental conditions, home, workplace, local neighbourhood, housing, and the variety of roles we are required to balance. This includes protecting women from violence such as sexual, physical, psychological, and economic as well as racism, both institutional and otherwise.

Our vision for women under 'Safe' is that:

We will foster an environment and embed a culture that reinforces women's emotional and physical well-being, thereby facilitating women to feel secure about their individuality and expression of voice and influence.

Introduction

One of the most consistent themes from our consultation was women's perceptions of personal safety. Many women do not feel safe even though the crime figures for 2004/2005 placed Rotherham ahead of national averages and we are the safest borough in South Yorkshire. Women want to feel safe in all situations and at all times of the day - in public places, using public transport, at school and in their own home. This is an issue that cuts across women of all ages and from all communities and is particularly mentioned by LGBT women.

Besides the safety concerns of many women in relation to using public transport, broader issues around transport use such as affordability and sustainability were raised. Women are greater users of public transport than men and it is essential to have a transport system that meets women's needs and doesn't create barriers that prevent or limit women's participation in employment, learning opportunities, social activities or community and public life.

Domestic Violence is a serious issue that damages women and children's lives and we value the work done locally by Apna Haq, Choices & Options and Rotherham Women's Refuge to support women. As Rotherham has a specific Domestic Violence Strategy this Women's Strategy doesn't replicate its actions here but has a broad action to ensure that all partners fully support its implementation. We also have an overall objective of increasing women's awareness of what services and support are available so that they are more confident in their own safety.

Key facts about women's safety

- women have a higher risk of experiencing domestic violence
- 9 out of 10 lone parent households in the borough are headed by women.
- Women are more likely to be unemployed, looking after the home/family, retired, permanently sick or disabled compared to women nationally, which can impact on and reinforce isolation.
- Women are significantly more likely to show concern over more personal crimes, specifically being a victim of physical attack than men (78% women and 66% men). (Rotherham ReachOut 12 survey)
- In 2005/6, 3968 cases of domestic violence were reported to the police in Rotherham. The current police target is to increase the number of "sanction detections" - arrests which lead to prosecutions or cautions - from 7.5% to 35%.
- 87.5% of female respondents (1484 women) were very or fairly concerned about being a victim of crime compared with 85.6% of male respondents (1335 men). Although 31.2% of men (487 respondents) had been a victim of crime in the last two years compared with 24.6% of women (420 respondents). (SRP Crime and Disorder Audit survey 2004)

This leads us to address the following key points which are a summary of the priorities from consultation:

- creating a safer environment
- increasing women's confidence in themselves and in their personal safety
- publicising positive initiatives that are already in place to reduce women's fears
- increasing women's knowledge of how to report crimes and the confidence to do so

Key facts about transport

From research carried out by the EOC we know women and men's patterns of public transport use vary in terms of travel times, locations and distances travelled. Unintended gender bias occurs through routes tending to be commuter routes running from suburbs to town centres and by higher priority being given to peak-time services rather than daytime travel. This means that more women than men tend to face transport barriers in accessing services or other opportunities. Particular groups of women who are more likely to be disadvantaged are:

- disabled women
- women living in more isolated and rural areas
- women on low incomes, as they are greater users of public transport

(EOC Working Paper 2005)

Although transport is an issue which links to all the Community Strategy themes RWSG decided to include it in this section as the safety aspects of transport use featured strongly in our consultation. Key points raised were:

- security and safety in Rotherham Interchange and on buses
- access for disabled people
- costs of bus fares
- safety in taxis especially for lone women, young women and disabled women
- badly lit car parks and approach routes to car parks
- good transport links outside Rotherham town centre to make it easier for women to access jobs, schools and childcare

Our actions will focus on partnership working to increase women's access to a safe and effective public transport system that meets their needs. *More specific after meetings*

What we are doing now

- Apna Haq, Choices & Options and Rotherham Women's Refuge - joint approach to consultation with survivors in order to inform development of the Domestic Violence Strategy.
- Eastwood Women's Forum - Safe & Secure Programme:
The forum is run by local people to meet the needs of local women. The group, in its current form, has been running since May 2006, and has recently advertised for new members. The Forum run information sessions and classes about issues they feel are important. As part of their Safe & Secure Programme, the Women's Forum have hosted talks on personal safety, fire safety and Neighbourhood Watch, they have attended a self defence taster session and have undertaken basic first aid training. In the future they are looking to do DIY training.
- Multi-Agency Risk Assessment Conferences – formal conferences to increase the safety of people at high risk of domestic violence through sharing information and the construction of multi agency plans designed to reduce those risks.
- For repair work in Council housing customers who would feel uncomfortable with the presence of a male worker can request a female worker.
- Safer Neighbourhood Team initiatives including community events, setting up more Neighbourhood Watch schemes and distribution of personal attack alarms.
- RMBC and South Yorkshire Police together with the Safer Neighbourhood Teams and other partner agencies, including Rotherham 2010 and the South Yorkshire Fire and Rescue Service, joined together for another two weeks of Operation Impact in March 2007. Activities were focused on issues raised by local communities to make their streets safer and cleaner.
- The introduction of more low floor buses is linked to bus operators fleet renewal programmes.
- Pedestrian safety in the north east of Rotherham town is being improved through Rotherham Renaissance, including more surface crossings instead of subways.

Rotherham – Working Together for Women

Case study

(any idea relative numbers girls: boys?)

SAFE@Last:

SAFE@Last is a registered charity working with and on behalf of young people who have **run away** from, or have been **thrown out** of, the place where they usually live – or are at risk of doing so. Working closely with South Yorkshire Police, SAFE@Last runs a successful **MISPER (MISSing PERsons)** scheme for young people who are reported missing to the police, and subsequently returned home. The scheme offers young people the chance to talk to an independent person about the reasons that led to them running away and what help and support they need in order to prevent re-occurrence of running. Currently the service is available to children running from home and care in the Rotherham and Doncaster regions and amongst the young people with whom they work, they have **reduced** repeat running from **59%** to under **5%**. Their **preventative programme** includes the distribution of leaflets, information and posters to most of the senior schools in South Yorkshire, Worksop and Chesterfield. In addition they offer a short, but specific workshop on the **risks and dangers** of running away which is presented to year 9 students.

Quotes from SAFE@last beneficiaries/service users:

“You worked with our vulnerable and volatile children, and succeeded in provoking them into thinking about safety issues raised by running away from home”. *Teacher in Rotherham*

“This work was done with skill, compassion, patience and a great sense of humour!”
Woman in Rotherham

Overall objectives

- **Build women’s safety into service development and provision** - enhance multi-agency working to enable women’s safety issues to be mainstreamed
 - explore the potential of rolling out good practice initiatives from the Neighbourhood Management Pathfinder across the borough.
 - ensure all agencies use appropriately trained/qualified interpreters and monitor the quality of interpretation services from a user perspective.
 - ensure all partners support the implementation of Rotherham’s Domestic Violence Strategy
- **Improve women’s confidence in their own safety** - undertake awareness raising and training
 - include Police response time targets in Neighbourhood Charters to increase people’s confidence in and awareness of what they can expect
 - increase awareness of the National Domestic Violence Helpline and local domestic violence and sexual violence support services
 - raise awareness of crime prevention measures and personal safety
 - increase female Asylum Seeker’s awareness of the services available to them
 - promote positive working, confidence and reassurance
- **Increase women’s access to safe and effective public transport**
 - Develop a multi-agency and user working group dedicated to exploring and addressing issues of women’s safety in relation to transport and parking in Rotherham.

More detail to add after meetings and further discussion

Rotherham – Working Together for Women

Priority Theme Safe						
Overall Objective		Increase women's access to safe and effective public transport				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes <i>(and plans?)</i>
1	Improve local transport options to fit in better with women's patterns of transport use	a) Continue to work jointly with Travel South Yorkshire in Accessibility Planning in order to address the public transport needs of women	From June 2007	i) Emerging accessibility-led Local Transport Plan (LTP) projects are assessed to ensure women's specific transport needs are identified and addressed. <i>Outcomes -increased women passengers and women's positive perceptions of services?</i>	Transportation Unit, EDS	Achieving Fairness Sustainable Development Local Transport Plan (LTP)
		<i>Check with sypte what is already in place and being covered to see if a new group is needed</i>		ii) Develop a multi-agency group to address women's safety and other issues in relation to public transport with representation from: - Service providers (Community Transport, Travel South Yorkshire) - Planners (EDS) Interest/User Groups (WIN, Disability etc)		
		b) Ensure publicity about planned changes to transport and development reaches all women				

Rotherham – Working Together for Women

2	Increase women's confidence in using public transport and car parks	a) Work with Planning regarding safety, accessible transport and access in NE of Rotherham town centre		Safe access routes in place (avoiding subways) to car parks such as Fitzwilliam Road and to central Rotherham	Streetpride RMBC	
		b) Ensure women are involved in and have input into the development of new car parks and to planning safe routes. <i>Could link to group above if new one formed</i>		i) New developments recognise women's concerns with regard to transport, access and safety e.g. surface crossings, lighting.	Transportation Unit, EDS	
				ii) Review the 400m corridors to bus routes for their suitability and safety for all women		
		c) Poster campaign in bus stations, especially Rotherham Interchange, around unacceptable behaviour/harassment (Could be a series - lgbt people, women, disabled people)		Posters displayed leading to more people having the confidence and knowledge of how to report incidents initially	tbc	

Rotherham – Working Together for Women

Priority Theme Safe						
Overall Objective		Build women's safety issues in to service development and provision				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes <i>(and plans?)</i>
3	Increase good practice safety initiatives	a) Roll out projects/work undertaken by Eastwood Women's Forum in the NMP	March 2008	- Safe & Secure Programme - Forced and arranged marriages work rolled out to Rotherham North initially then all Area Assemblies.	All Area Partnership Managers, RMBC	Alive Learning
		b) Pilot the provision of bicycles for Police Community Support Officers to improve response times in Rotherham North Area Assembly	March 2008	Evaluation then explore funding opportunities to enable roll out across Area Assemblies	All Area Partnership Managers RMBC	
		c) Develop and pilot Community Confidence Strategy within Pathfinder Area <i>Need to explain what it is?</i>	<i>(need date)</i>		NMP	
4	Implement Rotherham's Domestic Violence Strategy		December 2007	Achieve sign-up to the Domestic Violence Strategy from all statutory agencies <i>Possible other actions here depending on DV strategy action plan</i>	Domestic Violence Co-ordinator, RMBC	Fairness Domestic Violence Strategy

Rotherham – Working Together for Women

5	Improve interpretation services for women	a) Ensure all agencies use appropriately trained/qualified interpreters and monitor the quality of interpretation services from a user perspective.	(need date)	i) Customer focused evaluation forms are systematically implemented across agencies	Sub-group to the Domestic Violence Forum?	Fairness
		b) Review RMBC Translation, Language and Communication Policy	December 2007	Option of asking for a same gender interpreter or signer is in place.	RMBC	Fairness
Priority Theme Safe						
Overall Objective		(Undertake awareness raising and training to) Improve women's confidence in their own safety				
No.	Aim	Action	Completion Date	Measures/Milestones	Lead	Links to other themes (and plans?)
6	Increase women's confidence in their own safety	a) Develop Multi Agency Neighbourhood Charters which include police response times to increase people's confidence in and awareness of what they can expect	May 2007	Annual Review of Neighbourhood Charters each March	Community Involvement Manager, Neighbourhoods, RMBC	
		b) Increase awareness of the National Domestic Violence Helpline and local domestic violence and sexual violence support services through effective publicity material	From March 2007	Biannual Area Assembly newsletters have useful numbers section and Council intranet and internet updated	All Area Partnership Managers SNTs Domestic Violence Co-ordinator	Domestic Violence Strategy

Rotherham – Working Together for Women

		c) Increase female Asylum Seeker's awareness of the services available to them.	(need date)	Standardised information distributed to Asylum seekers and members of Registered Social Landlord Forum	Asylum Team Leader Housing Options Co-ordinator	Alive
		d) Liaise with housing providers for refugee and asylum seekers in Eastwood & Springwell Garden's NMP to raise awareness of domestic violence training course and emergency numbers etc.	July 2007		Neighbourhood Participation Worker, NMP	
7	Raise awareness of crime prevention measures and personal safety <i>Exact details of measures tbc with SYP</i>	a) Develop and implement a series of events with CYPS and women's groups to promote greater awareness of: ▪ Safer Neighbourhood Teams ▪ Crime prevention and personal safety issues	(need date)	Women's safety issues incorporated into 'Street Briefings' undertaken by SNTs Events held no. participants	South Yorkshire Police	
		b) Produce and distribute crime prevention and personal safety information, specifically targeted at women, to libraries, mosques and public places.	(need date)		Crime Reduction Officer, SYP	
		c) Recruit Marketing Officer within Rotherham District Police to promote positive working, confidence and reassurance	September 2007			

Rotherham – Working Together for Women

8	Raise awareness of women's issues at a strategic level with South Yorkshire Police	a) Identify Women's Champion within Rotherham District Police to take forward women's issues within the strategic management team	June 2007		Rotherham District, SYP	
		b) A representative from Rotherham District Police to link into national work of the Association of Chief Police Officers (ACPO) addressing issues of how women are treated as victims and offenders.	Ongoing from April 2007		Rotherham District, SYP	

10 Making the strategy work

Implementation – putting the strategy into action

Rotherham Women's Strategy Group will oversee the implementation and monitoring of the strategy. It will also be a forum for partners to share useful information and good practice on building equality for women into all aspects of their work.

We have developed a communication plan so that people are fully aware of the strategy, what it wants to achieve for Rotherham women and on progress that is being made.

Monitoring - checking our progress

We have in place robust arrangements for monitoring progress and reporting to make sure we achieve the aims of the strategy. Clear objectives, timescales and milestones are included in the action plans under each theme.

- Rotherham MBC will report back through existing performance management systems to Cabinet, Scrutiny and the Corporate Management Team **every six months?**
- Other partner organisations will use their normal methods for reporting to their management boards
- Rotherham Partnership
In addition to each organisation's internal arrangements there will be:
 - performance monitoring reports from partner organisations to all five Theme Boards (as applicable for each organisation) **every 6 months?**
 - reports from Theme Boards to the Partnership Board as part of the LSP's performance management regime **every 6 months?**
- The Equalities and Diversity Unit in RMBC publish an equality report each year showing progress across all areas of equality work by the Council and the women's strategy will be included in this.
- **LSP and other partners' annual reports?**

Evaluation – what the strategy has achieved

The impact of the strategy will be evaluated through both quantitative and qualitative measures. These include measures such as customer satisfaction or any changes in the number of women using a specific service or employed in a particular job role. There will also be regular discussion with Rotherham Women's Network, partners and other stakeholders to hear their views about the impact of the strategy. The action plan will be reviewed each year by RWSG.

Acknowledgements

Our grateful thanks to all Rotherham women who have contributed to this strategy

Thanks to everyone who has taken part in consultation for your valuable ideas and views which have helped us to develop this strategy. Your active and enthusiastic participation in events and workshops, thoughtful responses to our surveys, and helpful comments and emails as the work has progressed have been much appreciated.

Thank you also to everyone who has been involved in the sub-groups as your expertise and experience has been vital.

Photos – thanks for letting us use them

Finally thanks to RMBC and Key fund for funding our consultation, printing and design, and launch event

from Rotherham Women's Strategy Group – Working Together for Women

Partner organisations in Rotherham Women's Strategy Group – Working Together for Women:

Apna Haq

Diversity Forum

Eastwood and Springwell Gardens NMP? or consider as part of rmbc

GROW (Giving Real Opportunities to Women)

Office of Linda McAvan MEP

REMA (Rotherham Ethnic Minorities Alliance)

Rotherham Chamber

Rotherham MBC

Rotherham Primary Care Trust

Rotherham Women's Refuge

South Yorkshire Police

South Yorkshire Women's Development Trust

United Multi Cultural Centre (UMCC)

Voluntary Action Rotherham (VAR)

Appendix 1**References**

A profile of Women in Rotherham - April 2006

(Policy & Research, Chief Executive's Directorate, Rotherham MBC)

Definition of the term 'gypsies and travellers' for the purposes of the Housing Act 2004 Final Regulatory Impact Assessment

Department for Communities and Local Government: London (2007)

Equal Opportunities Commission

- Facts about Women & Men in Great Britain 2006
- Gender Equality Duty Code of Practice - England and Wales (November 2006)
- Working Paper Series No. 34 Promoting gender equality in transport 2005
- Sex and Power: who runs Britain? 2007
- Survey of women at work (2005)
The survey was conducted in London, Birmingham, Bradford and Leeds using face-to-face interviews with women in work, aged 16-34 and not unemployed or students. 800 women in total, 200 in each of the following ethnic groups were interviewed: Pakistani, Black Caribbean, Bangladeshi and White British. The survey looked specifically at ambitions and career aspirations and found very similar aspirations but very different outcomes. The EOC findings suggest higher rates of sex discrimination and attitudes towards religious dress may be partly to blame.

Fairness and Freedom: The Final Report of the Equalities Review, February 2007

OCSI - Study of Deprivation in Rotherham (October 2005)

Research into the needs of Lesbian, Gay, Bisexual and Transgender people in Rotherham – January 2004

Rotherham's Joint Disability Equality Scheme, 2006

(Rotherham MBC, Rotherham NHS Foundation Trust, Rotherham PCT)

Rotherham MBC "Improving your library services" Resident survey 2005/6

Women's Strategy - Bristol City Council

"Under valued and under resourced? A survey of the local voluntary sector in Rotherham" Voluntary Action Rotherham, 2003

Rotherham – Working Together for Women

Rotherham Women's Strategy Feedback Form

check cut line on correct side of page depending if odd or even, best odd

We welcome your thoughts and comments on Rotherham's Women's Strategy and if you would spend just a few minutes telling us your views we would be most grateful. Thank you.

Q1) Please tell us if you think we have included all the relevant information and issues in the Women's Strategy.	
Q2) Do you think anything else should have been included? Please tell us what and why.	
Q3) Do you think anything should have been excluded? Please tell us what and why.	
Please tell us anything else you wish relating to the strategy	

All your comments will be used in strictest confidence for work related to the women's strategy and other work related to gender equality.

If you wish to be added to our women's consultation database, please tell us your contact details:

Name: (please print)

Contact details:

Please email your comments to us at women@rotherham.gov.uk or return this form by post to:

RWTFW
 Chief Executive's Directorate, RMBC
 FREEPOST NEA 5887
 Rotherham S60 2BR

If you wish to discuss the Women's Strategy or any other consultation issues please contact Dawn Price 01709 822783 dawn.price@rotherham.gov.uk

RMBC adhere to the Data Protection Act and the Freedom of Information Act

Notes

Leave blank page at back of feedback form

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This document is published on the Council's website (and its partners' websites, see below for details) and may be downloaded from there at

www.rotherham.gov.uk/graphics/YourCouncil/Equalities+and+Diversity/RWS.htm

Or contact us at:

Equalities and Diversity Unit
Chief Executive's Department
Eric Manns Building
45 Moorgate Street
Rotherham S60 2RB

Telephone: 01709 822 767 or 822 772
Fax: 01709 822 794
email: women@rotherham.gov.uk

Links to partners' websites:

Apna Haq	www.apnahaq.it3.net/
Diversity Forum	
GROW (Giving Real Opportunities to Women)	
Office of Linda McAvan MEP	www.lindamcavanmep.org.uk/
REMA (Rotherham Ethnic Minorities Alliance)	www.rema-online.org.uk/
Rotherham Chamber	www.rotherhamchamber.org.uk/
Rotherham MBC	www.rotherham.gov.uk
Rotherham Partnership	www.rotherhamnow.co.uk/
Rotherham Primary Care Trust	www.rotherhampct.nhs.uk/home/default.asp
Rotherham Women's Refuge (page on one click away website)	www.sywol.org/Help in Rotherham-70.asp
South Yorkshire Police	www.southyorks.police.uk/
South Yorkshire Women's Development Trust	www.sywdt.org/
United Multicultural Centre (UMCC)	www.umcc.org.uk/
Voluntary Action Rotherham (VAR)	www.varotherham.org.uk/

Back cover outer

Photos

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	Cabinet
2.	Date:	2nd May 2007
3.	Title:	Electronic Social Care Records
4.	Programme Area:	Children and Young People's Service & Neighbourhoods and Adult Services

5. Summary

This joint report is made at the request of Cabinet, following a report presenting extracts from the minutes of the E-Government Board.

The requirement for Electronic Social Care Records was a Department of Health statutory requirement and implementation was expected to be completed in phases. The phased deadlines were: 1st October 2005 for Phase 1 (new records) and 1st October, 2006 for Phase 2 (existing records). SWIFT implementation in September 2003 was a key component to full compliance, however the required additional element is an Electronic Document Records Management System. The delay has been reported to Department of Health through the Self Assessment Survey (previously Delivery and Improvement Statement). This was discussed with the Business Relationship Manager from CSCI and it was recognised that the delay in implementation was in line with most other councils. Funding bids with a business case were submitted through a number of sources with funding becoming available from October 2006 from the Councils Capital Strategy. An Information Management Grant from the Department of Health had been used prior to this to purchase initial consultancy and some network storage in preparation for the preferred software solution. This project has been reported regularly to Elected Members through the Cabinet Member for Social Services, and latterly through both the Cabinet Member for Adult Social Services and the Cabinet Member for Children and Young People's Services.

A great deal of preliminary work was undertaken in preparation, including initial supplier assessment during 2005 and early in 2006. Work then recommenced in October 2006 but as over a year had passed since initial supplier assessment, we had to go back to supplier presentation and bids. A great deal could have changed in this interim period, so we had to be sure that the product and price as well as supplier was still the best value option. This work was reported to the E-Government Board on 29th November, 2006 as work in progress, together with a detailed spending plan. Preferred supplier work was completed by 15th December, 2006 and a Project Board was held on 2nd January, 2007 to confirm the preferred supplier as Diagonal Solutions, now MORSE. This was reported to the E-Government Board on 3rd January, 2007.

6. Recommendations

That Members receive this report.

7. Proposals and Details

Following the restructure of the former Social Services in 2005 the decision was taken to retain one project for implementation as the same solution is required for both Adult and Children's records, the project board is properly represented across both Directorates as well as from other stakeholders. The project is subject to all the rigours of project management under Prince2, industry standard methodology. The project reports up through the Children and Young People's Programme Board, and also through the e-Government Board as well as to Elected Members at key points of progress.

RBT have been closely involved throughout the project and since the contract award have been heavily involved in work with the supplier and implementation of the project.

A national survey was undertaken in January 2007 on ESCR progress and status. Results are still awaited of this, however, indications are that authorities that have achieved full implementation are in the minority and most are at a similar status to Rotherham. This is also reflected regionally in the Yorkshire and Humber region.

Project Plan – key milestones

Date	Stage
02/01/07	Preferred Supplier Status
26/03/07	Contract Signed and Effective
29/03/07	Procurement Activity
03/05/07	Installation Complete
13/07/07	Configuration Workshops Complete
02/10/07	Project Team Training
30/11/07	End User Training
01/12/07	Phased Roll Out commences
31/03/08	Project End and Review

8. Finance

The funding has been from a combination of the Department of Health Information Management Grant and the recent Council's Capital Allocation of £761,000

Expenditure as at 2nd May 2007:

• 2TB storage	£100,000	DoH Grant (2005)
• RBT professional services	£24,000	DoH Grant (2005/06)
• RBT professional services	£25,000	Capital Strategy (Feb 2007)
• Morse (Diagonal) Software	£318,750	Capital Strategy (March 2007)
• Hardware	£65,678	Capital Strategy (March 2007)
• Procurement / Installation	£68,475	Capital Strategy (March 2007)
Total	£601,903	

Commitment to March 2008:

• Implementation Services	£137,924	Capital Strategy (2007 Q3)
• Scanners	£62,500	Capital Strategy (2007 Q2)
• Year 1 Support & Maint.	£69,531	Capital Strategy (2007 Q1)
• Network improvements	£13,142	Capital Strategy (2007 Q3)
Total	£283,097	

9. Risks and Uncertainties

Having now acquired capital funding and reached project implementation the major risk has been eliminated. Other risks have been assessed and are contained and managed through the project board using the Risgen system.

10. Policy and Performance Agenda Implications

We are now able to report through the Commission for Social Care Inspection Service, to the Department of Health in relation to Adult Services, and through Ofsted and DfES for Children's Services, that the project is finally in implementation and this will feed into our Annual Performance Assessments.

11. Background Papers and Consultation

Report to the Cabinet Member for Social Services on 1st April 2005.

Reports to Cabinet Members for Adult and Children's Services in October 2006 and January 2007.

Reports to e-Government Board at each meeting and since Capital Allocation on 29th November, 2006, 3rd January, 2007 and 31st January, 2007.

Contact Names :

Julie Westwood, Director of Planning, Information and Performance, Children and Young People's Service, telephone 01709 822572, email: julie.westwood@rotherham.gov.uk

Kim Curry, Director of Commissioning, Quality and Performance, Neighbourhood and Adult Services, telephone 01709 822308, email: kim.curry@rotherham.gov.uk

ROTHERHAM BOROUGH COUNCIL – REPORT TO CABINET

1.	Meeting:	Cabinet
2.	Date:	2 May 2007.
3.	Title:	Invest to Save – Decriminalised Parking Enforcement Revised repayment proposals.
4.	Programme Area:	Environment and Development Services

5. Summary

For Cabinet Members to consider the refinancing of the Invest to Save bid which was made to provide funding to set up Decriminalised Parking Enforcement

6. Recommendations

(1) that the existing Invest to Save bid be refinanced, from the remaining two year term to a four year term along the lines outlined in appendix A, which is attached to this report.

7. Proposals and Details

Decriminalised Parking Enforcement (DPE) was fully implemented in Rotherham in August 2005. Prior to this date there were additional costs involved in setting up the structure, including things such as uniforms, software, hardware, training, accommodation and so on.

To enable DPE to be successfully implemented it was necessary to make a bid to the Invest to Save fund (ITS), and an application in the amount of £182,046 was made against the 2004/05 ITS fund.

The original estimate of pay back is outlined on the attached Appendix A. The original estimate was based on a three year repayment period, which in turn was based on the business case for DPE which included for a consistent level of income from the car parks. The predicted levels of income assumed that the parking stock levels would remain constant, and this would produce a reasonable rate of income from Penalty Charge Notices (PCN) issued.

The Westgate Demonstrator project which will revitalise the Town Centre in the long term has utilised three of the most productive car parks in the Town Centre core. Riverside, Market Street and the Old Market sites had a total of 133 spaces.

These three car parks were very well used by shoppers as they were very close to the shopping area. In terms of parking income (purchase of parking tickets – pay and display) these three car parks generated approximately £123,000 in a full year. The two replacement car parks provided at Unity place and the old Sheffield Road swimming baths site generate approximately £3,000 in a full year. The net loss in income (£120,000) has been taken account of in recent BIP bids. It is thought that visitors to Rotherham are not using the replacement car parks as they are not in an equally convenient place. A customer survey is to be carried out, firstly to confirm the reasons for the car parks being underused, and to also ask what could be done to make them more attractive to customers.

However this loss in income demonstrates the dramatic reduction in vehicles actually being able to park in Rotherham and this has significantly contributed to a dramatic drop in PCN's issued. This drop in PCN's has significantly affected the business case made under DPE, and this has, in turn adversely affected our ability to pay back the ITS money within the term originally agreed (3 years).

It is felt that by refinancing the remaining part of the ITS to a longer term, the resultant lower repayments will aid in recovering the business case for DPE.

8. Finance

The suggested course of action is to refinance the remaining two years of the original agreement, by spreading the remaining payments over a four year period. The suggested revised payments are also outlined on Appendix A to this report

9. Risks and Uncertainties

There is a real risk that if repayment of the ITS is required at the current rate, then this will seriously prejudice our ability to meet the DPE business case, and balance the car parks budget overall.

10. Policy and Performance Agenda Implications

Decriminalised parking forms an integral part of the Traffic Management Act 2004, and also plays a key role in helping to fulfil primary aims within the Local Transport Plan.

11. Background Papers and Consultation

The Strategic Director of Finance has been consulted on the content of this report, and supports the proposal.

Traffic Management Act 2004

Local Transport Plan 2006-11

Appendix A – Invest to Save agreement and proposals

Contact Name : Graham Weaver – Network Regulation Engineer
extension 2930 - email: graham.weaver@rotherham.gov.uk

DECriminalised Parking Invest to Save**APPENDIX A****ORIGINAL - Repayment over 3 years for each bid**

		2004/05	2005/06	2006/07	2007/08	2008/09	TOTAL
Bid 1	Amount Outstanding	14,091	14,091	9,394	4,697		
	Principle		4,697	4,697	4,697		
	Interest		705	470	470		
			5,402	5,167	5,167		15,735
Bid 2	Amount Outstanding		166,164	166,164	110,776	55,388	
	Principle			55,388	55,388	55,388	
	Interest			8,308	5,539	2,769	
				63,696	60,927	58,157	182,780
Total Repaid			5,402	68,863	66,094	58,157	198,515

REVISED - Remaining 2 years of repayments extended to 4 years

		2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	TOTAL
Bid 1	Amount Outstanding	14,091	14,091	9,394	4,697	3,523	2,349	1,174	
	Principle		4,697	4,697	1,174	1,174	1,174	1,174	
	Interest		705	470	470	235	176	117	
			5,402	5,167	1,644	1,409	1,350	1,292	16,263
Bid 2	Amount Outstanding		166,164	166,164	110,776	83,082	55,388	27,694	
	Principle			55,388	27,694	27,694	27,694	27,694	
	Interest			8,308	5,539	4,154	2,769	1,385	
				63,696	33,233	31,848	30,463	29,079	188,319
Total Repaid			5,402	68,863	34,877	33,257	31,814	30,370	204,583

ROTHERHAM BOROUGH COUNCIL – REPORT TO CABINET
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1.	Meeting:	Cabinet
2.	Date:	2 May 2007
3.	Title:	Review of Local Code of Corporate Governance
4.	Directorate:	Financial Services

5. Summary

It is best practice to review the Local Code of Corporate Governance annually. The Council's Code was last revised in February 2006.

This year's update has been on hold to take into account a revised CIPFA / SOLACE governance framework which was scheduled for publication in March 2007, but has been delayed until at least May 2007. Consequently the Council is advised to review its local Code now.

Following significant revisions in 2005 and 2006, only one addition relating to reporting to stakeholders is proposed for this year. It is also proposed to re-introduce a requirement for each Executive (Cabinet) Member to sign a statement of assurance.

These changes would keep Rotherham's Local Code of Corporate Governance in line with best practice.

6. Recommendations

- To note the addition to the Local Code of Corporate Governance for 2007 relating to reporting to stakeholders
- To agree the revised Code
- To agree to the request for each Cabinet Member (for 2006/07) to sign a statement of assurance by 10 May
- To note the presentation of this report to Scrutiny and the Audit Committee.

7. Proposals and Details

7.1 Previous Revisions of the Local Code of Corporate Governance

It is best practice to review the Local Code of Corporate Governance annually. Previous revisions of the Code were undertaken as follows:

- ✦ September 2003
 - ✦ *First Edition,*
 - ✦ *based on 2001 CIPFA/SOLACE Framework*
- ✦ March 2005
 - ✦ *Major overhaul.*
 - ✦ *Took account of the 2005 LANGLANDS REPORT including Citizen Challenge.*
 - ✦ *Also modified to reflect importance of Use Of Resources Key Lines Of Enquiry.*
- ✦ February 2006
 - ✦ *Took account of PARTNERSHIP GOVERNANCE to reflect AUDIT COMMISSION October 2005 guidance and CIPFA / SOLACE preparatory work in revising its 2001 Governance Framework*

7.2 Best Practice

CIPFA / SOLACE issued a consultation paper in 2006 with proposals for revising its 2001 Local Government Governance Framework. The Council responded to the consultation paper by the deadline in early September 2006. CIPFA / SOLACE expected to publish a revised governance framework in March 2007, but have now stated that the document will not be issued before May 2007. Consequently the Council is advised to review its framework now.

The Governance and Risk Manager has spoken with CIPFA during 2006 and more recently in early 2007 to establish the likely content of the forthcoming revised framework and has been assured that:

- ✦ *“There are no surprises in the forthcoming revised CIPFA/SOLACE Framework”*
- ✦ *“If you already cover Langlands, Use Of Resources and Partnerships in your Code you will be at the forefront”*

These comments also fit with the messages put out at the CIPFA ‘Delivering Good Governance’ Conference in November 2006.

7.3 External Audit view on Rotherham's Governance Framework

The robustness of the Council's governance framework is extensively tested by external audit annually. In December 2006 KPMG commented :

- ✦ *"The Council has developed a robust assurance framework for producing the Statement of Internal Control"*
- ✦ *"The Council needs to continue to develop governance arrangements with its partners"*

The second quote from KPMG reflects the key message from the November Conference that Partnership Governance is *the* vital governance issue requiring development by local authorities. Rotherham improved its Local Code of Corporate Governance a year ago in recognition of this fact. Furthermore, the Council continues to respond proactively to the partnership governance agenda and is doing so currently by mapping all significant partnerships, prior to testing the existence of sound governance arrangements within the partnerships.

7.4 Proposal

On the evidence and research undertaken it may be concluded that Rotherham's present Local Code of Corporate Governance is already *advanced*, because it incorporates the key governance developments of the past two years, to do with:

- ✦ Use of Resources Key Lines of Enquiry
- ✦ Partnership Governance
- ✦ The Langlands Report

In particular the Council's Code encapsulates the 6 core principles of "The Good Governance Standard for Public Services" (the Langlands Report), these being:

- ✦ Focussing on the organisation's purpose and outcomes for citizens and service users
- ✦ Performing effectively in clearly defined functions and roles
- ✦ Promoting values for the whole organisation and demonstrating the values of good governance through behaviour
- ✦ Taking informed, transparent decisions and managing risk
- ✦ Developing the capacity of the governing body to be effective
- ✦ Engaging stakeholders and making accountability real

CIPFA has informed us that there will not be any new issues introduced in its forthcoming revision of its Framework for Local Governance. On top of that External Audit has commended our present framework.

Taking these encouraging factors into account it is therefore proposed to make only one change to the Code to add the following additional element to Dimension 6 – Use of Resources (see page 12):

- ✦ *"Report effectively to stakeholders"*
 - *Consider the views of stakeholders on information to be provided for the public*

- *Publish summary financial information that meets the needs of a range of stakeholders*
- *Publish the external auditor's annual report on the Council's performance"*

We already comply substantially with these requirements. We have produced an annual report containing financial information and have consulted with the public on their information needs and wishes. We publish the external auditor's report on the Council's website. We will continue to look at ways to develop our reporting further.

It is also proposed to make reference to PART D of the Code regarding Citizen Challenge in the Corporate Consultation and Community Involvement (CCI) Action Plan, to increase public awareness of the Code and the Council's governance arrangements.

7.5 Statements of Assurance

Good practice includes the provision of statements of assurance by service directors (in Rotherham's case strategic directors) and the executive. In common with previous years, Strategic Directors have been asked to complete statements. Cabinet Members completed statements of assurance in 2004/05 but not in 2005/06. To comply with good practice it is suggested that this process be resurrected this year. A more simplified statement than was used in 2004/05 has been drafted for Cabinet Members certification and is attached at Appendix B. To comply with timescales for completion of the Statement on Internal Control, Cabinet Members are asked to certify and return the 2006/07 statement of assurance by 10 May. The statements should be signed by Members who were Cabinet Members during 2006/07.

8. Finance

There are no direct financial implications. However, testing the effectiveness of partnerships governance might result in proposals to make changes to arrangements that might have financial implications. Any financial implications would feature in any subsequent reports.

9. Risks and Uncertainties

Rotherham has the opportunity to achieve 4 star / excellent status in 2007. It is important that it continues to demonstrate an up to date approach in its governance arrangements.

10. Policy and Performance Agenda Implications

Good Governance is wholly related to the achievement of the objectives in the Council's Corporate Plan.

11. Background Papers and Consultation

The above governance issues have been discussed at the Corporate Governance Group during January and March 2007 and at CMT on 16 April 2007

The following background papers refer to this matter:

- 2006 Local Code of Corporate Governance
- 2005/06 Statement on Internal Control
- 2006 CIPFA / SOLACE Consultation Paper
- 2006 KPMG Use of Resources Report

Contact Names:

Steve Merriman, Governance & Risk Manager, x2087

Colin Earl, Director of Internal Audit and Governance, x2033

Appendices:

Appendix A	2007 Local Code of Corporate Governance
Appendix B	Draft Cabinet Member statement of assurance

Rotherham Metropolitan Borough Council

Local Code of Corporate Governance

Reviewed April 2007

(previous revisions February 2006, March 2005 and Sept 2003)

Rotherham's Local Code of Corporate Governance

Definition of Governance

"Governance is the system by which an organisation directs and controls its functions and relates to its community"

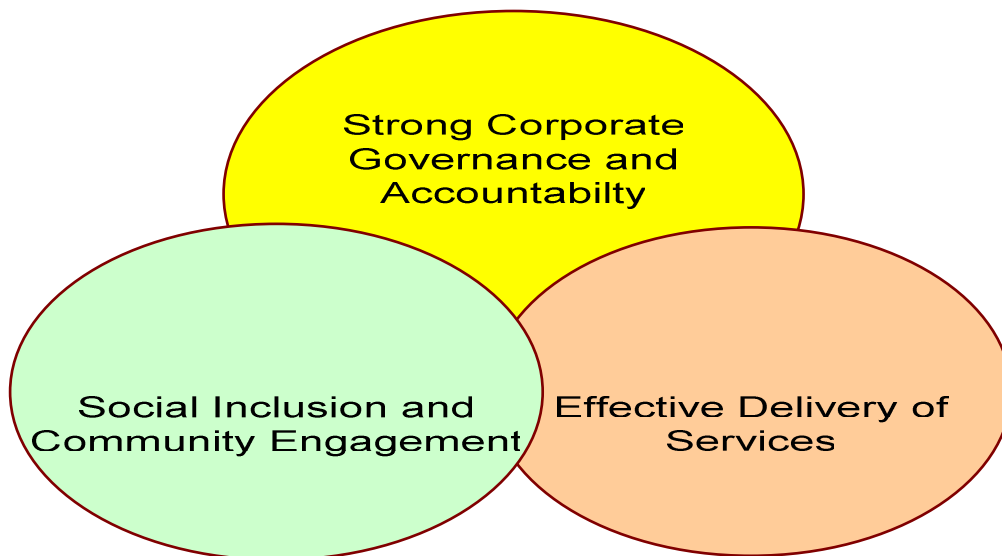
Good governance is central to the Audit Commission's Comprehensive Performance Assessment (CPA) of the quality of services we provide. Good governance is about :

- Good management
- Good performance
- Good stewardship of public money
- Good public engagement
- Good outcomes

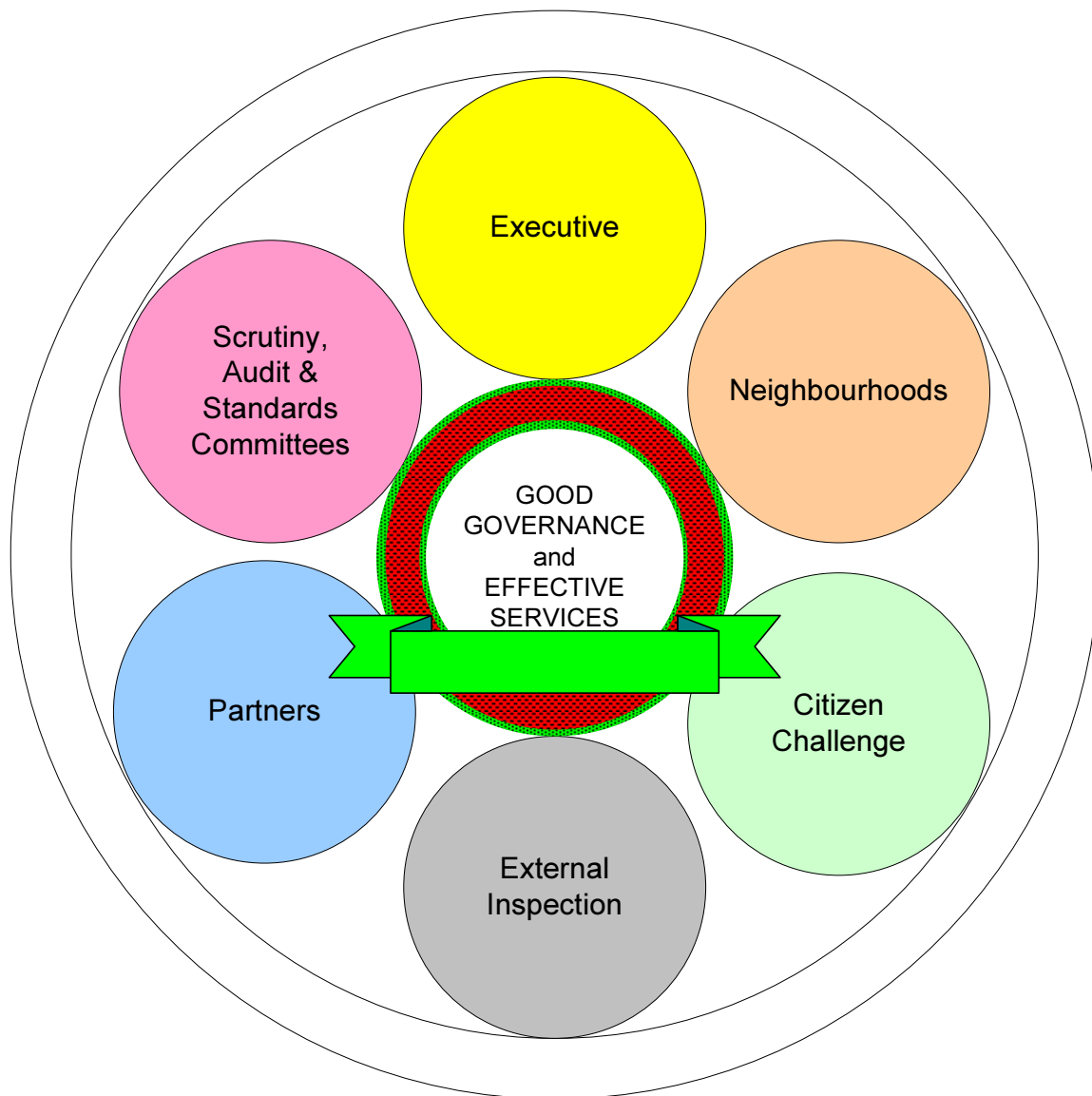
Rotherham's Governance Mission

"The involvement of all people in ownership and accountability for corporate aspirations and success."

How does Governance fit into the Local Government Modernisation Agenda ?



What are the Key Instruments for delivering Good Governance and Effective Services?



Good Governance Standards

Rotherham's good corporate governance standards are outlined below in respect of :

Part A	The Governing Body (i.e. Cabinet)
Part B	Management and Staff
Part C	Dimensions of the Council's Business
Part D	Citizen Challenge

Part A The Governing Body will:

- focus on the organisation's purpose and on outcomes for citizens and service users
- establish strategic direction, ensure performance and probity, allocate resources, and ensure effective management is in place

- promote values for the whole organisation and demonstrate the values of good governance through behaviour - selflessness, integrity, objectivity, accountability, openness and honesty
- take informed, transparent decisions and manage risk
- develop the capacity and capability of the governing body to be effective
- engage stakeholders and make accountability real

Part B Management and Staff will:

- actively engage with the public, service users and staff
- ensure high quality / value for money outcomes for citizens and service users
- be enthusiastically involved in decision making, manage risk and learn from mistakes
- develop productive links with external organisations / partners
- comply with laws, regulations, processes, policies and procedures and be competent to carry out duties safely, confidently and effectively
- live the principles of selflessness, integrity, objectivity, accountability, openness and honesty

Part C Dimensions of the Council's Business

In order to comply with the principles of good corporate governance, it is important that they are reflected in each dimension of the Council's business. Five main 'dimensions' have been identified:

- Community Focus;
- Service Delivery Arrangements;
- Structures and Processes;
- Risk Management and Internal Control;
- Standards of Conduct.

However, due to the increased weighting that the Audit Commission will attach to the management of resources and value for money when reaching CPA judgements in 2005 about capacity, a sixth dimension has been added :

- Management and Use of Financial Resources

The following describes how each of these areas is addressed within the Council.

Dimension 1 - Community Focus

Rotherham Council will:

- publish, on a timely basis, an annual report presenting an objective and understandable account of the Council's:
 - activities and achievements;
 - financial position and performance;
 - improvement targets;
- publish, on a timely basis, a performance plan presenting an objective, balanced and understandable account and assessment of the Council's:
 - current performance in service delivery;
 - plans to maintain and improve service quality;
- put in place proper arrangements for the independent review of financial and operational reporting processes;

- put in place proper arrangements designed to encourage individuals and groups from all sections of the community to engage with, contribute to and participate in the work of the Council and will put in place appropriate monitoring processes to ensure that they are effective;
- make an explicit commitment to openness in all of the Council's dealings, subject only to the need to preserve confidentiality in those specific circumstances where it is proper and appropriate to do so, and by our actions and communications will deliver an account against that commitment;
- establish clear channels of communication with all sections of the community and other stakeholders, and will put in place proper monitoring arrangements to ensure that they operate effectively;
- ensure that a vision for local communities and strategic plans, priorities and targets are developed through robust mechanisms and in consultation with the local community and other key stakeholders, and will ensure that they are clearly articulated and disseminated.

Dimension 2 - Service Delivery Arrangements

Rotherham Council will:

- set standards and targets for performance in the delivery of services on a sustainable basis and with reference to equality policies;
- put in place sound systems for providing management information for performance measurement purposes;
- monitor and report performance against agreed standards and targets and develop comprehensive and understandable performance plans;
- put in place arrangements to allocate resources according to priorities;
- foster effective relationships and partnerships with other public sector agencies and the private and voluntary sectors;
- consider outsourcing where it is efficient and effective to do so, in delivering services to meet the needs of the local community, and will put in place processes to ensure that they operate effectively in practice;
- respond positively to the findings and recommendations of external auditors and statutory inspectors and will put in place arrangements for the effective implementation of agreed actions.

Dimension 3 – Structures and Processes

Dimension 3 - Structures and Processes -Balance of Power and Authority

Rotherham Council will:

- put in place clearly documented protocols governing the relationships between members and officers;
- ensure the relative roles and responsibilities of executive and other members and senior officers are clearly defined.

Dimension 3 - Structures and Processes – Members Roles and Responsibilities

Rotherham Council will:

- ensure that members meet on a formal basis regularly to set the strategic direction of the authority and to monitor service delivery;
- develop and maintain a scheme of delegated or reserved powers, which should include a formal schedule of those matters specifically reserved for the collective decision of the authority;
- put in place clearly documented and understood management processes for:
 - policy development, implementation and review;
 - decision making, monitoring and control, and reporting,and formal procedural and financial regulations to govern the conduct of the council's business;
- put in place arrangements to ensure members are properly trained for their roles and have access to all relevant information, advice and resources as necessary to enable them to carry out their roles effectively;
- ensure that role of executive members are formally defined in writing, to include responsibility for providing effective strategic leadership and for ensuring that the Council successfully discharges its overall responsibilities for the activities of the organisation as a whole;
- ensure that the roles and responsibilities of all members of the authority, together with the terms of their remuneration and its review, are defined clearly in writing.

Dimension 3 - Structures and Processes – Officers Roles and Responsibilities

Rotherham Council will:

- ensure that the Chief Executive is made responsible to the authority for all aspects of operational management;
- ensure that a senior officer is made responsible to the authority for ensuring that appropriate advice is given on financial matters, for keeping proper financial records and accounts, and for maintaining an effective system of internal financial control;
- ensure that a senior officer is made responsible to the authority for ensuring that that agreed procedures are followed and that all applicable statutes and regulations and other relevant statements of good practice are complied with;
- ensure the roles and responsibilities of all senior officers, together with the terms of their remuneration and its review, are clearly defined in writing;
- adopt clear protocols and codes of conduct to ensure that the implications for supporting community political leadership for the whole Council are acknowledged and resolved.

Dimension 4 - Risk Management and Internal Control

Rotherham Council will:

- develop and maintain robust systems for identifying and evaluating all significant risks, with the pro-active participation of all those associated with planning and delivering services;
- put in place effective risk management systems, including systems of internal control and an internal audit function;
- ensure that services are delivered by trained and experienced people;

- put in place effective arrangements for an objective review of risk management and internal control, including internal audit;
- maintain an objective and professional relationship with external auditors and statutory inspectors;
- publish on a timely basis, within the annual report, an objective, balanced and understandable assessment of the authority's risk management and internal control mechanisms and their effectiveness in practice.

Dimension 5 - Standards of Conduct

Rotherham Council will:

- develop and adopt formal codes of conduct defining the standards of personal behaviour, to which individual members, officers, and agents of the authority are required to subscribe and will put in place appropriate systems and processes to ensure that they are complied with in practice;
- put in place arrangements to ensure that members and employees are not influenced by prejudice, bias or conflicts of interest in dealing with stakeholders;
- put in place arrangements to ensure that procedures and operations are designed in accordance with appropriate ethical standards;
- put in place arrangements for 'whistle-blowing' to which staff and all those contacting the Council have access.

Dimension 6 - Use of Resources

Rotherham Council will:

- Plan and manage financial resources
 - Link budgets and capital programme to priorities
 - Effectively manage its asset base
 - Report and monitor performance against budget
- Be financially sound
 - Manage spending within available resources
 - Maintain adequate levels of reserves and balances
- Safeguard its financial interests
 - Maintain internal controls, including those in relation to partnerships
 - Manage risk
 - Limit vulnerability to fraud and corruption
- Report effectively to stakeholders
 - Consider the views of stakeholders on information to be provided for the public
 - Publish summary financial information that meets the needs of a range of stakeholders
 - Publish the external auditor's annual report on the Council's performance
- Deliver good value for money
 - Compare with other local authorities
 - Take account of cost, quality, local factors and outcomes
 - Improve value for money and achieve efficiency savings

Dimension 7 – Partnerships

Rotherham Council will:

- Know the extent of its involvement in partnerships, through the maintenance an up to date register of partnerships
- Obtain appropriate technical, legal and financial advice, commensurate with the level of complexity in a proposed partnership
- Satisfy itself of the business rationale for each partnership entered into
- For PFI's and Strategic Partnerships undertake Risk Transfer exercises at an early point and evaluate risk at each key stage ('Gateway') of the procurement process, in line with Office of Government Commerce best practice.
- consider exit strategies prior to the finalising of contracts, obligations, commitments or agreements
- Satisfy itself that partners Governance and Risk Management arrangements are fit for purpose
- Manage major partnership projects using best Project Management Practices
- Ensure appropriate performance management arrangements are in place for measuring the performance of partnerships and the evaluation of outcomes.
- Ensure service users can obtain redress if things go wrong

PART D Citizen Challenge and Further Information for Citizens

Outlined below are questions for members of the public to ask if they want to assess and challenge the Council's standards of governance. A large range of governance information may be accessed on the Council's Website at:

www.rotherham.gov.uk

1 Good governance means focusing on the organisation's purpose and on outcomes for citizens and service users

- What is this organisation for?
- Can I easily find a clear explanation of what this organisation is doing?
- Can I easily find out about the quality of service provided to the public?
- What is being done to improve services?
- Can I easily find out about the organisation's funding and how it spends its money?

2 Good governance means performing effectively in clearly defined functions and roles

- Who is in charge of the organisation?
- How are they elected or appointed?
- At the top of the organisation, who is responsible for what?

3 Good governance means promoting values for the whole organisation and demonstrating the values of good governance through behaviour

- According to the organisation, what values guide its work?
- Does it follow these values in practice?
- What standards of behaviour should I expect?

- Do the senior people in the organisation put these standards of behaviour into practice?
- Do they put into practice the 'Nolan' principles for people in public life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership)?

4 Good governance means taking informed, transparent decisions and managing risk

- Who is responsible for what kinds of decisions in the organisation?
- Can I easily find out what decisions have been taken and the reasons for them?
- Are the decisions based on up-to-date and complete information and good advice?
- Does the organisation publish a clear annual statement on the effectiveness of its risk management system?
- Does the organisation publish a clear annual account of how it makes sure that its policies are put into practice? Is the statement reassuring? How does it compare with my own experience?

5 Good governance means developing the capacity and capability of the governing body to be effective

- How does the organisation encourage people to get involved in running it?
- What support does it provide for people who do get involved?
- How does the organisation make sure that all those running the organisation are doing a good job?

6 Good governance means engaging stakeholders and making accountability real

- Can I easily get information to answer all these questions?
- Are there opportunities for me and other people to make our views known?
- Does the organisation publish an annual report containing its accounts for the year? Are copies freely available? Is the content informative?
- How do I find out what decisions were taken as a result of my and others' opinions being asked for?
- Are there opportunities to question the people in charge about their plans and decisions?
- Can I easily find out how to complain and who to contact with suggestions for changes?

ROTHERHAM METROPOLITAN BOROUGH COUNCIL

2006/07 Statement of Internal Control (SIC)

CABINET MEMBERS

Self Assessment Statement of Assurance on Internal Controls

May 2007

The Audit and Accounts Regulations 2003 require the Council to include with the final accounts a statement on the system on internal control (SIC).

The statement is a public assurance that the Council has a sound system of risk management and internal control designed to help manage and control business risk. It is considered to be an important public expression of what the Council has done to put in place good business practice, high standards of conduct and sound governance.

Therefore to assist with supporting the Statement of Internal Control and Broader Governance Statement, you are asked to certify and return the attached statement of corporate responsibility.

Please return the certified statement by email to Steve Merriman, Governance and Risk Manager by 10th May 2007.

Key Controls to manage Principal Risks that should be complied with by CABINET MEMBERS AND CABINET		
PURPOSE & OUTCOMES Focusing on the Council's purpose and on outcomes for citizens and service users	VALUES AND BEHAVIOUR : Promoting values for the whole Council and demonstrating the values of good governance through behaviour	CAPACITY AND CAPABILITY : Developing the capacity and capability of the Cabinet to be effective
• We are clear about the Council's purpose and its intended outcomes for citizens and service users and we have this at the front of our minds when the Cabinet is planning or taking decisions • The information we have about the quality of service for users help us make rigorous decisions about improving quality. • The information we have on costs and performance help us to make rigorous decisions about improving value for money. • We understand how the value we provide compares with that of similar organisations	• We put Council values into practice in our decision making as an example to staff • We behave in ways that uphold and exemplify effective governance	• We make sure that elected Cabinet Members have the skills, knowledge and experience they need to perform well • We develop the capability of people with governance responsibilities and evaluate their performance, as individuals and as a group • We strike a balance in the membership of the Cabinet, between continuity and renewal
FUNCTIONS AND ROLES : Performing effectively in clearly defined functions and roles	DECISION MAKING & MANAGING RISK : Taking informed, transparent decisions and managing risk	ENGAGEMENT AND ACCOUNTABILITY : Engaging stakeholders and making accountability real
• Our approach to each of the Cabinet 's main functions is clearly set out and understood by all in the Cabinet and senior management • We are clear about the responsibilities of non-executives Members and Cabinet Members, and of the Leader and Chief Executive and take collective responsibility for Cabinet decisions • We receive comprehensive and reliable information about the views of the public and service users and use it in decision making	• We are rigorous and transparent about how decisions are taken • We have formally agreed on the types of decisions that are delegated to management • We use and seek good quality information, advice and support to improve decision making. • We ensure that the Council has an effective risk management system in operation and that any deficiencies are addressed.	• We understand formal and informal accountability relationships • We take an active and planned approach to dialogue with and accountability to the public • We take an active and planned approach to responsibility to staff – ie. Consulting and Involving • We engage effectively with Community, Government , Partners and other stakeholders

CERTIFICATE OF ASSURANCE

As a CABINET MEMBER I have responsibility for reviewing the effectiveness of the system of internal control and risk management processes. My review of the effectiveness of the system of internal controls has taken into account the following:-

- ◆ Adequacy and effectiveness of management review processes
- ◆ Outcomes from formal risk assessments (CMT, Directorate, Service Area and Project Risk Registers)
- ◆ Internal Audit reports and results of follow ups regarding implementation of recommendations
- ◆ Outcomes from reviews of services by other bodies including Inspectorates, External Auditors etc.

I am satisfied that a sound system of internal control has been in place throughout the financial year and is ongoing. *

I am satisfied that except for the matters identified in the Additional Comments below, a sound system of internal control has been in place throughout the financial year and is ongoing. I propose to take steps to address the matters identified in the Additional Comments on the attached schedule in order to enhance the adequacy of the Council's internal controls. I am satisfied that these steps will enhance the system of internal controls and I will be monitoring to ensure their implementation and operation. *

*** delete as appropriate**

CABINET PORTFOLIO

CERTIFICATE OF ASSURANCE OF CABINET MEMBER Signature

Date

ADDITIONAL COMMENTS:

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	CABINET
2.	Date:	2nd May, 2007
3.	Title:	MEMBERS' TRAINING AND DEVELOPMENT PANEL – MINUTES OF A MEETING HELD ON 22nd MARCH, 2007.
4.	Programme Area:	CHIEF EXECUTIVE'S OFFICE

5. Summary

To consider Members' training matters.

6. Recommendations

To receive the minutes of the meeting of the Members' Training and Development Panel held on 22nd March, 2007.

7. Proposals and Details

To ensure implementation of the Council's Training and Development Policy in accordance with the meeting's Terms of Reference.

8. Finance

The Panel has its own training budget.

9. Risks and Uncertainties

Without proper training and support being in place there is a risk that Members' capacity to make decisions is not soundly based.

10. Policy and Performance Agenda Implications

To consider best practice in relation to Member training and development.

The aim is for every Elected Member to be given suitable opportunities for development and training to help support all aspects of their role.

11. Background Papers and Consultation

A copy of the minutes of the meeting of the Members' Training and Development Panel held on 22nd March, 2007 is attached.

Contact Name : Cath Saltis, Head of Scrutiny and Member Services
Chief Executive's Section
01709 822779
cath.saltis@rotherham.gov.uk

**MEMBERS' TRAINING AND DEVELOPMENT PANEL
THURSDAY, 22ND MARCH, 2007**

Present:- Councillor Sharman (in the Chair); Councillors Foden, Lakin, McNeely, Pickering, G. A. Russell, R. S. Russell, Smith and Mr. D. Morton (Parish Council Representative).

71. APOLOGIES

Apologies for absence were received from Councillors Austen, Gosling, Hodgkiss and Turner.

72. MINUTES OF PREVIOUS MEETING HELD ON 22ND FEBRUARY, 2007

The minutes of the meeting held on the 22nd February 2007 were agreed.

73. MATTERS ARISING

Member Opinion Survey Results

The Scrutiny Adviser confirmed that a report on the results of the survey had been sent to CMT which had recommended that each of the Directorates respond with how they intended to act on issues arising from the Member Opinion Survey.

The meeting was informed that it is hoped to have a formal response from Economic and Development Services at the next meeting around Councillors' Surgeries and security issues.

All Members should now have received a Member Newsletter from Children and Young People's Services, the intention of the Directorate being to produce this on a six monthly basis.

A copy of a electronic responses from the Strategic Directors, Corporate Services and Neighbourhoods were provided at the meeting in which suggestions had been put forward for resolving issues raised in the survey.

74. MEMBER INDUCTION 2007

The Scrutiny Adviser submitted a report which contained a Draft Induction Programme for new Members in May/June 2007.

It was pointed out that it was usual practice for all Members to be involved in the delivery of the programme. The meeting discussed the need to include training on the following areas of work:-

- Members Code of Conduct
- Declarations of Interest

- Attendance at Meetings
- Local Government Finance – Revision of Standing Orders

It was suggested that training on Health, Welfare and Safety be included under Emergency Planning.

At the close of nominations in the election process, a letter and copy of the Induction Programme would be sent to all candidates in liaison with Electoral Services.

In the event of the final Code of Conduct not being ratified in time for Induction, further workshops would be convened at a later date. The Standards Committee had urged that Members be strongly encouraged to attend.

The Chair stressed that the Induction Programme was for all existing and returning Members by way of an update exercise, in addition to training newly elected Members.

Agreed:- That the Draft Induction Programme for May/June 2007 be approved.

75. MEMBER USE OF IT

The Scrutiny Adviser submitted a report on the use members make of IT in their work and how this could be increased.

The report set out the level of use of IT in the following areas of Members' work:-

- Surgery Connect
- Fizz-Assist
- Target IT Skills Profiles for Rotherham Members

The main problem areas were the use of emails when a quick response was required, for example if a meeting was being set up, whether e mails were being read at all, and the use of IT for surgery work.

A discussion took place and the following comments were made:-

- need for a universal system irrespective of percentage of use
- Seibel system
- Palm pilots
- number of ways Members deal with surgery work and unsatisfactory aspects of the Surgery Connect system
- need for more simplified systems – present one not user friendly
- need for Broadband and cost implications through RBT Contract/long-term potential for savings yet to be identified
- remote access of e mails and associated problems

- volume of e mails and need to prioritise urgency
- ways of improving competency/skills levels/training issues
- large files and problems in downloading graphics which then lock some computers – present system not fit for purpose and out of date
- need to pilot other usage rather than only the use of blackberries
- Customer Care
- ICT use by Members in other authorities
- ICT as part of the transformation of public services

Jean Tracey, Human Resources (Learning and Development), attended the meeting to answer issues raised and to offer training to Members on the use of the e mail system, together with other areas of suggested need.

Members put forward a number of ideas and suggestions which they believed would enhance the IT system to Members and encourage greater use.

Agreed:- (1) That as Members are expected to access more agendas electronically, consideration be given to the installation of Broadband in the re-negotiation of RBT Contracts.

(2) That IT training in the coming year should concentrate on working with all Members to improve e mail skills in order to improve Members' effectiveness as community representatives.

(3) That ideas/suggestions, as discussed, be raised with RBT during the re-negotiation of the RBT Contract.

(4) That the Scrutiny Adviser bring together a small Working Party of Members to address the issues associated with the use of IT for Members and feed back the results to this Training Panel.

76. MEMBER WEB PAGES

Consideration was given to a report of the Scrutiny Adviser on options for increasing the use of Member Web pages.

In 2005 all Members of the Council were given web pages as part of the council's web site. The pages break down as:

- Biography
- Contact details
- Latest news
- Surgeries
- Useful links

The pages are to be managed by the Members. They provide the content

which is inputted/amended/updated by Member services.

To date, twenty-five Members have written their own *Biography* page. Four have written their own *Latest news* page and one has added to the *Useful Links* page.

All Members have a *Biography* page which was produced by Democratic Services which was put on when the pages were set up. This has not been updated since, as Members were expected to do this themselves. *Latest news* is maintained by the council corporately and up to date *Surgeries* are maintained by Member services.

It was accepted that some Members may be unaware of the possibilities of improving their web pages and that Member Services are available to input any new information.

Following discussions it was suggested that a Template might be produced for Members, to aid in updating their pages - a draft Template for Member Web Pages was provided at the meeting. It was suggested this be sent electronically to all Members with an option of completion and return 'on line'.

Members raised a number of issues which hindered them in the use of web pages. The main area of concern was the lack of intranet access.

The meeting was informed that at Leicester City Council Members were responsible for inputting their own biography details and updating them on a regular basis. This was subject to a strict protocol.

The Scrutiny Adviser informed the meeting of an initiative in Westminster City Council who had identified greater access to information as a significant factor in empowering ward councillors. Westminster City Council has therefore set up and is about to launch an 'online neighbourhood information grid' targeted primarily at councillors and accessible by them. For example, the grid will give planning application information and link to partnership and parish information.

One Member suggested the need to link performance data to ward/neighbourhood information grids, if a similar system was adopted in Rotherham.

Agreed:- (1) That the Scrutiny Adviser send the draft Template to all members.

(2) That the Scrutiny Adviser explore:-

- (a) the possibility of Members having a password protected section off the Council's web site for Member access, rather than working via the intranet;
- (b) the adoption of a protocol for Members to input their own

information on the Members web page

(3) That the Scrutiny Adviser report back on the 'online neighbourhood information grid' if there is an opportunity for herself or Members of this Panel to view the scheme when in London.

77. THE SOUTH YORKSHIRE IMPROVEMENT PROGRAMME

The meeting considered a report of the Scrutiny Adviser which gave an update on the progress of the work being undertaken jointly in South Yorkshire with regard to the South Yorkshire Improvement Programme.

The South Yorkshire Improvement Programme contained the following proposals for Member Development:

- Funding of places at the IDeA Leadership Academy (3 per authority)
- Ward Walkabouts with a Peer member
- Mentoring for Members
- Awareness raising about Sub-Regional bodies
- Review and develop the role of Scrutiny Functions across the sub-region

Rotherham, as the lead authority on this strand, hosted a meeting of Member Development Officers from the South Yorkshire Authorities and also from the Joint secretariat. This meeting agreed the principles for moving forward to ensure that the resources allocated would be used by the end of the programme – December 2008.

A meeting of the Lead Members for Member Development would take place on 30th March to progress the programme, which is to be funded by the South Yorkshire Improvement Bid. It is important to ensure that the work on Member Development progresses in order that the monies allocated by the SYIB will be used effectively within the lifetime of the programme.

Agreed:- That the progress of the Member Development strand of the South Yorkshire Improvement Programme be noted.

78. ANY OTHER BUSINESS

(a) Proposed Visit from Sheffield Member Development Panel

Representatives from Sheffield City Council have asked to attend the November meeting of this Panel in order to learn more about the work of Member Development.

Agreed:- That the Member Development Officer would liaise with her opposite number in Sheffield to organise this.

(b) Exhibition – Birmingham NEC

Councillor Russell drew attention to an annual exhibition at Birmingham NEC on Tuesday, 22nd May, 2007 organised by the Health, Welfare and Safety Institute.

In view of the event being a training opportunity, the Members' Training and Development Panel was asked to consider whether the Health, Welfare and Safety Panel could split the cost of transport with the Member Training budget this year.

Agreed:- (1) That the Member Training budget be used to fund half the transport cost of the three day exhibition at Birmingham NEC on Health, Welfare and Safety issues.

(2) That the Scrutiny Adviser write to all Members informing them of this visit in order to confirm numbers attending, with replies being sent to the Health, Welfare and Safety Section.

(c) Member Development Officer

The meeting noted Sioned's recent marriage and extended their congratulations to her and her husband.

79. DATE AND TIME OF NEXT MEETING

It was noted that this had been arranged for Thursday, 19th April, 2007 at 2.00 p.m.

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	CABINET
2.	Date:	2nd MAY, 2007
3.	Title:	MINUTES OF A MEETING OF THE LOCAL DEVELOPMENT FRAMEWORK (LDF) MEMBERS' STEERING GROUP HELD ON 30th MARCH, 2007
4.	Programme Area:	ENVIRONMENT AND DEVELOPMENT SERVICES

5. Summary

In accordance with Minute No. B29 of the meeting of the Cabinet held on 11th August, 2004, minutes of the Local Development Framework Members' Steering Group are to be submitted to the Cabinet.

A copy of the minutes of the LDF Members' Steering Group held on 30th March, 2007 is therefore attached.

6. Recommendations:-

- (1) That the attention of Cabinet be drawn to Minute No. 215 – submission of the 2007 Local Development Scheme to Government Office.**
- (2) That the remaining emerging issues be noted and the minutes be received.**

7. Proposals and Details

The Council is required to review the Unitary Development Plan and to produce a Local Development Framework (LDF) under the Planning and Compulsory Purchase Act 2004.

8. Finance

It should be noted that there may be resource and funding implications as the LDF work progresses. However, it was reported at the last meeting of the Steering Group that the LDF budgetary position had improved with the recent decision of Corporate Management Team to ring-fence Planning Delivery Grant.

9. Risks and Uncertainties

Failure to comply with the Regulations.

10. Policy and Performance Agenda Implications

There are local, sub-region and regional implications. The Local Development Scheme will form the spatial dimension of the Council's Community Strategy.

11. Background Papers and Consultation

Minutes of, and reports to, the Local Development Framework Members' Steering Group.

Attachments:-

- A copy of the minutes of the meeting held on 30th March, 2007

Please note:- a copy of the Rotherham Local Development Framework – Rotherham Achieving – Local Development Scheme – updated March 2007 is available in the Members' Room at the town Hall.

**Contact Name : Adam Wilkinson, Strategic Director,
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**1ROTHERHAM LOCAL DEVELOPMENT FRAMEWORK STEERING GROUP -
30/03/07**

**ROTHERHAM LOCAL DEVELOPMENT FRAMEWORK STEERING GROUP
Friday, 30th March, 2007**

Present:- Councillor Smith (in the Chair); Councillors Robinson, St. John, Wardle, Walker, Pickering and Whelbourn.

together with:-

Phil Turnidge	Local Development Framework Manager
Andy Duncan	Strategic Policy Team Leader
Gordon Smith	Special Support Manager HMR Team
Ken MacDonald	Solicitor for EDS, Legal Services
Phil Gill	Greenspaces Manager

212. APOLOGIES

Apologies were received from:-

Councillor R. S. Russell	Chair, Regeneration Scrutiny Panel
Councillor G. Robinson	Senior Adviser, Economic Regeneration & Development Services
Councillor D. Hall	Adviser, Economic Regeneration & Development Services
Hugh Long	Partnerships & Development Co-ordinator
Joanne Wehrle	Partnership Officer
Adrian Gabriel	Waste Strategy Manager

213. MINUTES OF THE PREVIOUS MEETING HELD ON 23RD FEBRUARY, 2007

Consideration was given to the minutes of the previous meeting held on 23rd February, 2007.

Resolved:- That the minutes be approved as a correct record.

214. MATTERS ARISING

The following issues were raised:-

- (1) Minute No. 206 – LDF Constitution and Delegation Scheme – proposed revisions

It was reported that these proposed revisions had been considered by the Cabinet on 21st February, 2007 (Minute No. 198(2)), and referred to the Director of Legal and Democratic Services as part of the general review of delegated powers. It was anticipated that the review would be conducted in time for the new Municipal Year.

(2) Minute No. 207 Local Development Scheme

It was reported that officers had already carried out informal sounding with Government Office on the LDS. Government Office had indicated they were happy with the document.

(3) Minute No. 208 proposed saved UDP policies

The list of proposed saved UDP policies had been sent out, as requested, with a three week response deadline. It was reported that to date no responses had been received.

(4) Minute No. 209 - Core Strategy Preferred Options

It was reported that the six week statutory consultation period closed on 23rd March, 2007.

200 representations had been received covering 180 specific points. A preliminary analysis would be carried out and reported to the next meeting. This would be followed by a full feedback report to this Group and would be made available on the website.

Reference was made to the cost per response and the value for money of the investment in the process was questioned.

215. THE 2007 LOCAL DEVELOPMENT SCHEME

The LDF Manager reported that the document had already been seen on an informal basis by Government Office and GO had not raised any objections. However, minor amendments about the time line had been received from the Planning Inspectorate which related to the pre-examination meeting milestone for the Site Specific Allocations and Proposals Map DPD from November, 2009 to December, 2009.

The document followed previous years' format, as set out in Planning Policy Guidance notes.

Reference was made to the chart at Page 26 of the document – "Revised LDS Timetable (March 07)" and it was pointed out that there was slippage in the timeline. An explanation was given of the colour coding used in the chart.

It was reported that the consultation on the Core Strategy Preferred Options had been completed at the end of March. Government Office had commented that Rotherham had more work to do on the Core Strategy prior to submission in March 2008. It was acknowledged therefore that at the moment the Core Strategy document would be an indication of the broad direction and broad principles re: the location of any new development, together with ideas about how much land/units we

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might be able to accommodate from existing survey work. This would then need referencing with the Regional Spatial Strategy.

Timelines for the following were explained:-

- 🚦 Core Strategy DPD
- 🚦 Development Control Policies and Proposals Map DPD
- 🚦 Site Specific Allocations and Proposals Map DPD – noting that it was proposed to hold individual sessions of the Steering Group about individual settlements with particular Ward Members invited. A brief explanation was given about the staffing and team arrangements to cover this work.
- 🚦 Annual Monitoring Report

Reference was made to further work post 2009/2010 eg. Area Action Plans and Supplementary Planning Documents.

Members referred to:-

- 🚦 Consultation with Area Assemblies
- 🚦 Changes in Government
- 🚦 Constantly changing framework and politics
- 🚦 Greenfield/brown field debate
- 🚦 Possible Members' seminar with discussion groups
- 🚦 Renewable energy:- already some guidance and sufficient lead in the RSS and PPS1
- 🚦 Smokeless areas
- 🚦 telecommunications applications
- 🚦 Home sellers packs
- 🚦 Joint arrangements with Barnsley and Doncaster re: procurement contract for the future management of municipal waste – this would have to be discussed with Government Office.
- 🚦 Provision of Traveller and Gypsy sites/Boat people/prisons – with reference to the number of sites being set at regional level
- 🚦 Tensions e.g. time constraints vs. obtaining public opinion
- 🚦 project management and risk assessment
- 🚦 LDF budget 2006/2007 and 2007/2008 with reference to Planning Delivery Grant

Resolved:- That the 2007 Local Development Scheme, as now submitted to this Group, be approved for submission to Government Office, subject to the Council's reporting procedures.

216. UNITARY DEVELOPMENT PLAN (UDP) - SAVED POLICIES (PLEASE REFER TO APPENDIX 3 OF THE DOCUMENT ATTACHED AT AGENDA ITEM NO. 4).

Reference was made to a list of proposed UDP policies to be 'saved' beyond September, 2007, which were included in the report re: the 2007 Local Development Scheme.

It was reported that the information had been sent out in accordance with the instructions at Minute No. 208 of the meeting of the Steering Group held on 23rd February, 2007. There had been a three week period for responses to be received. It was reported that to date there had been no responses received from Members.

It was pointed out that the policies listed as “not to be saved” were highlighted in pink, and that these had been covered by other policies or had run out of time or which had been superseded by PPS e.g. flood risk.

It was reported that no adverse comments had been made by Government Office.

It was noted that the UDP policies did not expire until September but the submission to Government Office was 1st April.

Resolved:- (1) That the Transitional Arrangements/”saved” UDP Policies, as set out on pages 41 to 54 of the Local Development Scheme (Updated March 2007) be supported by this Steering Group.

(2) That the Local Development Framework Manager and Solicitor discuss the progress of the LDS through to the full Council with a view to bringing the Scheme and its revisions into effect.

217. ANY OTHER BUSINESS

The following issues were raised:-

(1) RSS Inspector’s report.

This report would be submitted to the next meeting of the Steering Group if it had been released in time.

(2) Core Strategy Consultation Responses

A preliminary report on the preliminary analysis of the responses received would be submitted to the next meeting of the Steering Group

(3) Site/Settlement discussions

The Steering Group would be asked to discuss, at its next meeting, the first of these with Thurcroft as a pilot.

218. DATE, TIME AND VENUE OF NEXT MEETING

Resolved:- That the next meeting of the Steering Group be held on FRIDAY, 27TH APRIL, 2007 at 10.00 a.m. at the Town Hall, Moorgate Street, Rotherham.

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of the Local Government Act 1972.

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