

DEMOCRATIC RENEWAL SCRUTINY PANEL

Venue: Town Hall, Moorgate
Street, Rotherham.

Date: Thursday, 9 April 2009

Time: 3.30 p.m.

A G E N D A

THEME – EQUALITIES

1. To determine if the following matters are to be considered under the categories suggested in accordance with the Local Government Act 1972.
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.
3. Apologies and Communications.
4. Declarations of Interest.
5. Questions from members of the public and the press.

For Monitoring:-

6. Equalities - RBT (Presentation by Clive Parsons, BT)
7. Local Democracy Campaign (report herewith) (Pages 1 - 4)
8. Single Equality Scheme (report herewith) (Pages 5 - 75)
9. Equality Standard Level 5 (report herewith) (Pages 76 - 82)

Minutes - For Information:-

10. Minutes of the meeting of the Democratic Renewal Scrutiny Panel held on 26th February, 2009 (herewith). (Pages 83 - 87)

11. Minutes of meetings of the Cabinet Member for Communities and Involvement held on 20th February and 13th March, 2009 (herewith) (Pages 88 - 96)
12. Minutes of a meeting of the Members' Training and Development Panel held on 26th February, 2009 (herewith) (Pages 97 - 100)

**Date of Next Meeting:-
Thursday, 28 May 2009**

Membership:-

Chairman – Councillor Austen
Vice-Chairman – Councillor J. Hamilton
Councillors:-Cutts, Foden, Dodson, Johnston, Lakin, Littleboy, Mannion, Parker,
Pickering and Tweed

Co-opted Members

Joanna Jones (GROW)
Taiba Yasseen (REMA)
Councillor A. Buckley (Parish Council Representative)
Councillor E. Shaw (Parish Council Representative)

ROTHERHAM BOROUGH COUNCIL - REPORT TO MEMBERS

1	Meeting:	Democratic Renewal Scrutiny Panel
2	Date:	9th April, 2009
3	Title:	Local Democracy Campaign
4	Directorate:	Chief Executive's

5. Summary

This report provides an update on the Local Democracy Campaign including feedback on the Local Democracy Week (LDW) which took place in October 2008 and makes proposals for an annual programme of events to ensure local democracy is a year long campaign.

6. Recommendations

Democratic Renewal Scrutiny Panel is asked:-

- **To note the success of this years Local Democracy Week.**
- **To support an annual programme of events.**

7. Proposals and details

7.1 Background

The Local Democracy Campaign (LDC) is supported by the Local Government Association (LGA) and is about getting young people more involved with, and aware of, their local council. Research for the LGA by Ipsos MORI shows that just a quarter of 11-16 year olds believe that their local councillor is the best person to approach in order to change something in their community. The same research shows that just one in three 11-16 year olds have ever met a councillor or MP, and states that those who have are much more likely to express feelings of political engagement and interest.

The LDC therefore is aimed at bringing politicians and young people closer together through various networking events. The main focal point for the campaign is Local Democracy Week (LDW) which takes place during October each year and involves councils and schools across the country taking part in various events to promote democracy in their area.

Rotherham has been celebrating LDW for 3 years now, with many different events taking place across the borough. See Appendix 1 for an outline of all the events.

The 2008 programme was a fantastic success and saw a much greater enthusiasm and involvement across the whole council than in previous years. It seems the Local Democracy message is spreading and more and more are seeing the potential these events can have on citizenship and community involvement, as well as improving understanding and awareness in Rotherham of the Council and roles of local councillors.

Although the target group for LDC and LDW is 11 – 16 year olds, a number of events have also taken place within primary schools across the borough, as well as colleges.

7.2 LDW 2008/2009

It is now envisioned that rather than concentrating all activities each year into one week, an annual programme of events could be established to ensure democracy is something which Rotherham supports all year round.

A fact finding exercise is being carried out to establish what, if any, activities are already going on across the council which could form part of this programme, and which could potentially benefit from further resources to promote the activity.

As it stands there have been many events organised through the Area Assemblies for LDW over the years which have potential to be developed. For example, through the Rother Valley South Area Assembly a school Question Time event was organised, which involved a panel made up of councillors, officers of the Council, NHS Rotherham, and police. Representatives from each of the primary schools in the area were invited along to put their questions to the panel. This event could be rolled to other areas for both primary and secondary schools across the borough. Other key activities across the council are those which the Youth Cabinet and Young People Services are involved in, which again could be developed.

The proposed programme of events will run from November 2008 through to September 2009, with the intention to hold a 'celebration' event during LDW 2009 showing evidence of all the activities which have taken place. The main feature of the launch will be a presentation showcasing the involvement of young people using photographs and case studies. This event will also be an opportunity to present the programme of events for the following year and seek potential interest from those invited.

7.3 Officer Steering Group

A steering group which was established in 2006 and chaired by the Cabinet Member for Communities & Involvement has been an important element to the organising and promotion of events. The focus of this group has solely been to agree a programme of events for LDW and therefore has only met a 2 or 3 times prior to the week in October. There has also been no wider consultation across the council to identify key officers to attend this group from all Directorates. It is thus proposed that a project group be established which will be focused on the development of an annual programme of events, as well as ensuring effective evaluation of the events and the overall impact of the campaign is done throughout the year.

It is being proposed that the project group be widened to include officers from all directorates with a key interest in the campaign. Managers from all service areas will therefore be asked for officer nominations. Terms of reference for the group will also be drawn up to ensure the group has a key focus to promote local democracy across Rotherham. The intention is for the lead for this group to be with Chief Executive's Directorate; however an agreement needs to be made with all directorates for them to deliver elements of the project within their particular areas.

8. Finance

The costs of running the existing events that comprise LDW have been met from within current resources, and the programme can be continued as per previous years.

Funding, including external sources, is being explored to develop the wider programme and it is estimated that approximately £7000 will be required.

Potential funding opportunities include the three year national Take Part Pathfinder Scheme which the council is funding through a sub-regional consortium. The scheme is a key element of the Empowerment White Paper and it is likely that there may be around £75k in year one to support each phase 1 Pathfinder. An application will be made to further support the Local Democracy Campaign. Consideration would be needed as to the impact of this project and the feasibility of securing further funding for subsequent years (2009/2010) if successful where a further £80k is available in each year.

9 Risks and Uncertainties

The Rotherham Local Area Agreement (LAA) includes the national indicator (NI) 4 'percentage of people who feel they can influence decisions in their locality' which will be monitored and evaluated using the results from the new Place Survey due in

February 2009. Failure to promote and evidence engagement at a locality level, especially with those in greatest need, most vulnerable, or hard to reach, may have a negative impact on the councils performance as measured through the new Comprehensive Area Agreement (CAA).

10 Policy and Performance Agenda Implications

Improving the level of involvement of local people is a major part of the Government's agenda to delivering improved services and policies and greater user satisfaction, nationally and locally.

The White Paper *Communities in control: real people, real power* focuses on passing power to communities and giving real control and influence to more people. It sets out proposals to introduce a new 'duty to promote democracy' for local authorities, and to enable councils to provide incentives to vote in local elections. These are both recommendations made by the Councillors Commission.

The new "Duty to Involve" statutory duty, which comes into force on 1 April 2009, requires the council to create greater opportunities for local people to have their say. The aspiration for the new duty is to embed a culture of engagement and empowerment. This means that authorities consider, as a matter of course, the possible information provision, consultation and involvement opportunities they need to provide people across all authority functions.

The new CAA places a strong emphasis on both community engagement and responding to customer needs.

11 Background Papers and Consultation

Local Democracy Campaign for Rotherham (2006-08) Appendix 1

12 Contacts

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ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1	Meeting:	Democratic Renewal Scrutiny Panel
2	Date:	9th April, 2009
3	Title:	Single Equality Scheme
4	Directorate:	Chief Executive's Directorate

5. Summary

The purpose of this report is to outline the approach to developing an integrated Single Equality Scheme for Rotherham MBC and to submit the final strategy.

6. Recommendations

Democratic Renewal Scrutiny Panel is asked to:-

- 6.1 Note the contents of this report.**
- 6.2 Consider and comment on the draft Single Equality Scheme.**
- 6.3 Consider the recommendation from Cabinet that the Single Equality Scheme be monitored on a quarterly basis by the Democratic Renewal Scrutiny Panel.**

7. Proposals and Details

7.1 Background

In a report approved by Cabinet on 12 December 2007 an action plan to achieve Level 5 of the Equality Standard for Local Government (ESLG) was appended. This included an action to develop a corporate single equality scheme to incorporate the Corporate Equality Strategy and Action Plan, which is due for refresh; and to mainstream the additional equality strands of religion and belief, sexuality and age within the extended Equality Standard for Local Government.

This approach complements the introduction of the forthcoming new single duty to promote equality on the grounds of race, disability, gender (including transsexual people), age, sexuality and religion/belief when the forthcoming Equality Bill is enacted. The Bill was due to be published in March 2009 but has now been pushed back to late May or June at the earliest. Once the Bill is published consultation will follow regarding the specific duties that will be introduced as measures to help public authorities meet the general duty. The intention of the Government and the Equality and Human Rights Commission is to evaluate the impact of the current specific duties for disability and gender equality when they complete their initial three-year terms in December 2009 and April 2010 respectively. Therefore it is anticipated that the new specific duties will not be finalised and codes of practice/guidance issued until 2010/2011. In practical terms this means RMBC's first Single Equality Scheme is very much a transitional or interim scheme that will be developed further as the requirements of the new duty are made explicit.

7.2 Single Equality Scheme

Our approach has been to develop an integrated single equality scheme which includes a revised Equality Statement and Policy and action plans for the diverse equality strands of:

- Race
- Disability
- Gender
- Gender Identity/Trans
- Age
- Carers
- Religion/Belief
- Sexuality

The scheme reflects and incorporates existing work in these areas and will act as a driver to promote equality for all groups. New actions and initiatives are being developed, in particular for race equality as part of Race Equality Scheme 3 and to embed the newer equality strands, as well as giving a higher profile to carers and to gender identity. Carers have been included as they are often a disadvantaged and undervalued group and they form a significant community of interest in Rotherham given the high number of people who are disabled or with limiting long-term illnesses or conditions. The new Rotherham Joint Carers Strategy focuses on direct actions to support carers and the Single Equality Scheme supports this by encouraging all services to consider any particular barriers carers might face.

Present schemes such as the Gender Equality Scheme and Joint Disability Equality Scheme have been broadly assimilated into the new scheme but will also remain as "stand alone" schemes until their planned review dates; at which point they will be brought fully within the ambit of the single equality scheme.

In addition to the equality strand-specific action plans there is also a general action plan with both corporate- and directorate-level actions that are crosscutting ones applicable to

all equality groups, such as effective consultation and involvement, equality monitoring and equality impact assessments (pages 22 and 23). Directorates will be expected to develop equality objectives for their services based on analysis of all the relevant sources of information, and in order to embed this the Service Planning Framework has been refreshed to strengthen equality requirements.

The advantages of a single integrated scheme include:

- streamlining – bringing together action plans for all groups in one high level document facilitates performance management and progress monitoring and evaluation;
- consideration of cross-cutting issues for different groups is made easier;
- greater responsiveness to forthcoming legislative changes;
- clear linkages with other strategies and plans that are related to an equality strand, for example the Older People's Strategy; and
- movement towards harmonization of the timescales for action plans, as currently the schemes for disability, race and gender all follow different three year cycles.

There is currently a legal duty to have an equality scheme in place for race, gender and disability; although the legislation does permit these to be part of an integrated wider scheme provided each retains its distinct identity within it. It is intended that RMBC's single equality scheme will retain a clear section for each equality strand and this should allay any concerns within the community that less weight or importance will be given to the various equality strands by no longer having discrete equality schemes.

7.3 Delivering the scheme

Robust arrangements for monitoring progress and reporting through the Equality Champions Group will be developed to ensure the scheme is fully implemented. Its impact will be evaluated through quantitative and qualitative measures. As some sections of the scheme reflect current work for which performance management arrangements are already in place these need to be drawn together with the new areas of work under a single coherent framework.

8. Finance

The following strategies and plans incorporated within the Single Equality Scheme are already being implemented and the financial implications will have been determined at the time of their development and approval:

- Children and Young People's Plan
- Gender Equality Scheme
- Joint Disability Equality Scheme
- Older People's Strategy
- Rotherham Joint Carers Strategy

Many actions build on existing work and are likely to require more officer time rather than extra financial resources - such as strengthening equality impact assessments and collecting better data disaggregated by equality group to inform future work and ensure we are meeting the needs of all communities.

As Directorates identify any gaps or areas for improvement and develop specific equality objectives this is likely to require the commitment of resources and will need to go through the budget and service planning process.

9. Risks and Uncertainties

Failure to implement the existing general and specific duties for race, disability and gender equality, and to respond to the new equality duties when they are introduced, means that RMBC will not be in legal compliance and could leave the council open to enforcement action by the EHRC.

10. Policy and Performance Agenda Implications

Promoting equality and achieving positive outcomes for all communities in Rotherham is central to the Fairness theme of the refreshed Community Strategy and Corporate Plan.

Recording and analysing equality monitoring data will be an important tool for measuring progress and showing that the scheme is having a positive impact on equality. The corporate Monitoring Policy and Guidance is being refreshed to reflect key external drivers and to emphasise the importance of Directorates extending their current monitoring.

11. Background Papers and Consultation

Over the last two to three years RMBC has carried out consultation activities with various equality groups, and considered the outcomes of consultation by partners with specific communities, to inform the development of the individual action plans in this integrated scheme. Further consultation with a range of stakeholders will take place on the overall scheme in the coming months and it will be published on the website inviting comments and feedback.

A Framework for a Fairer Future: The Equality Bill - Government Equalities Office 2008
RMBC Corporate Equality Strategy and Action Plan

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One Town, One Community


Rotherham MBC Interim Single Equality Scheme 2008 – 2011



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 اس دستاویز کا خلاصہ کسی دوسری زبان اور/یا کسی متبادل صورت میں درکار ہو تو ہم سے رابطہ کریں۔

Chinese

如需索取這份摘要的其他語文譯本和/或各種形式版本，請聯絡我們。

Farsi

در صورتیکه خلاصه ای از این مطلب را به زبان و یا شکل دیگری می خواهید لطفاً با ما تماس بگیرید

Arabic

أتصل بنا إذا تريد خلاصة من هذه الوثيقة بلغة أخرى أو بصيغة بديلة

French

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Welcome 歡迎 خوش آمدید أهلا وسهلا خوش آمدید Bienvenue

We are pleased to introduce Rotherham MBC's first Single Equality Scheme.

Rotherham is a diverse and rapidly changing community and we hope this scheme will contribute towards ensuring everyone in the borough has an equal opportunity to fulfil their potential and to play a full part in our community.

The scheme builds on our other equality plans and draws them together into one overall document.

This will be developed further over the next few years, to take into account any changes in the law and make sure we can respond to the needs of our changing community.

Although we have made good progress in recent years, prejudice and discrimination still exist. We must actively overcome this and make a real difference to people in Rotherham.

As a council, we are committed to making sure equality is a part of everything we do, as we work to build a strong, safe and cohesive community for everyone.



Councillor Roger Stone

Leader of the Council



Mike Cuff

Chief Executive

Introduction

Welcome to Rotherham Metropolitan Borough Council's first Single Equality Scheme. As well as outlining how the Council will meet its legislative requirements the scheme will also demonstrate the Council's ongoing commitment to meeting the needs of all people in Rotherham, whether as employees or users of our services. We aim to be a champion and community leader in equalities and we will actively encourage our partners to address equality issues.

RMBC provides services to a diverse population that is made up of men and women, children and young people who make many different and valuable contributions to the life of the Borough. This includes people who are disabled; carers; young or older; who have different religions or beliefs; identify as black or from other minority ethnic communities; and/or are lesbian, gay, or bisexual; and/or from the trans community. Our aim is to ensure that all people in Rotherham are able to reach their full potential.

In recent years Rotherham Metropolitan Borough Council has prioritised equality and diversity as one of our core values and ensured that promoting equality of opportunity, tackling unlawful discrimination, and promoting good community relations is at the heart of what we do. This has been recognised nationally through the award of the Equality Mark for reaching level 3 of the Equality Standard for Local Government in 2006. We have since progressed to Level 5 and are working towards achieving the "Excellent" level under the new Equality Framework for Local Government which replaced the former Standard.

Rotherham has been one of the leading local authorities in partnership working and this includes our approach to equality and diversity issues. For example under the auspices of Rotherham Partnership (our Local Strategic Partnership) we have produced Rotherham Women's Strategy and a Black and Minority Ethnic Strategy. In conjunction with the local District Police and the voluntary and community sector we are actively promoting community cohesion, in December 2006 we produced the Joint Disability Equality Scheme with our health sector partners and in 2008 we worked with a range of partners to develop the Rotherham Joint Carers' Strategy.

This Single Equality Scheme sets out our equality vision and how we intend to achieve it over the next three years. In addition to developing new actions and initiatives it draws together our existing statutory equality schemes, plus other strategies and plans that form part of the Council's evolving equality framework. Many of these cover different timescales so we are working towards harmonizing the lifespan of the various schemes, plans and strategies by the end of 2011. In this transitional period the stand alone versions of our current Gender Equality Scheme and Joint Disability Equality Scheme are available on our website at www.rotherham.gov.uk/graphics/YourCouncil/Equalities+and+Diversity as well as having been broadly assimilated into this single scheme.

Our scheme covers the following eight equality strands:

- race
- disability
- gender
- gender identity/trans
- carers
- age
- sexuality
- religion/belief

For each equality strand pages 1-23 should be read, together with the relevant action plan, and this then constitutes the equality scheme for that strand.

Rotherham - Profile and Context

Rotherham is a metropolitan borough in South Yorkshire comprising a diverse and vibrant blend of people, cultures and communities. The main urban centre is Rotherham itself, with a number of smaller urban areas and villages such as Swinton and Dinnington, all interspersed with large areas of open countryside.

Around half of the borough is rural in nature, but it is well-connected to all areas of the country by its proximity to the M1 and M18 motorways and inter-city rail network. In 2005, the opening of Robin Hood Doncaster/Sheffield Airport has brought facilities for international travel to the borough's doorstep.

Over 250,000 people currently live in Rotherham borough, but that figure is increasing steadily, as more people are attracted by the quality of life and economic opportunities on offer. Rotherham is changing – and changing fast for the better. Rotherham's traditional steel and coal industries have largely given way to new industries in a rapidly growing economy.

In 2007 Rotherham had a total population of 253,400 people, living in approximately 109,000 households. In terms of the gender split 129,400 people (51%) were female and 124,000 (49%) male. Like the rest of the UK, Rotherham has an ageing population, with the number of people aged over 65 expected to grow by 25% over the next ten years.

Based on figures from the Office of National Statistics in 2006 15,600 people or 6.2% of the population belong to Black and Minority Ethnic groups in Rotherham, compared to 15.8% in England. The largest minority ethnic group in Rotherham is the Pakistani and Kashmiri community, accounting for 2.1% of the total population.

In Rotherham Borough, there are 41,470 people entitled to disability related benefits, or 16.4% of the population (May 2008). This is well above the English average of 11.8% and indicates a high rate of long term sickness and disability in the population.

In Rotherham 30,284 people, 12.2% of the population, provided unpaid care in the 2001 Census, compared to 9.9% for England. Overall 3.0% of Rotherham's population provide 50 hours or more of unpaid care per week, compared to the English average of 2.0%.

There are no specific census details or local statistics that provide an accurate picture of the demographic profile of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Rotherham. Government survey evidence suggests 6% of the UK population are LGBT people, which would equate to 15,200 people in Rotherham or 11,800 adults. The Transgender population is estimated at 0.8% nationally which would be 2,000 people or 1,600 adults in Rotherham. Research by the Council in 2004 involved 64 local LGBT people and Young People's Services work with a number of LGBT young people.

In the 2001 Census 79.4% of Rotherham's population described themselves as Christians, 10.2% as having no religion and 2.6% belonged to minority religions. A local estimate of religion from 2006 suggests that minority religions have increased to 3.4%, with Muslims (2.8%), Hindus (0.2%) and Sikhs (0.2%) all showing increases.

Rotherham was the 68th most deprived district out of 354 in England on the Indices of Multiple Deprivation in December 2007, with major areas of deprivation in the urban areas in Rotherham town with pockets also in Maltby, Dinnington, Rawmarsh and Wath due to

income, employment, health, and education and skills deprivation. Rotherham is less affected by crime or barriers to housing and services. However the gap between Rotherham and the rest of England has narrowed, as it was ranked 48th most deprived local authority in England in 2000. The ongoing challenge for the Council is to narrow this gap further and continue the work required to close the gap between the most deprived communities and Rotherham as a whole.

Structure of the Council

Rotherham has 63 Councillors who represent 21 wards. The elected Leader of the Council, Cllr Roger Stone, chairs the Council's Cabinet. The nine other Cabinet Members each have an individual portfolio of responsibility. Cllr Mahroof Hussain MBE holds the portfolio for Communities and Involvement, which includes equality and diversity issues.

There are five scrutiny panels in Rotherham, with an overarching Performance and Scrutiny Overview Committee (PSOC). Each scrutiny panel 'shadows' a strategic theme of the Council. The Democratic Renewal Scrutiny Panel has responsibility for scrutiny of equalities, diversity, community cohesion, community involvement and the Council's liaison with the voluntary and community sector. This scrutiny panel reports to PSOC.

RMBC is organised into five Directorates, each headed by a Strategic Director who sits on the Corporate Management Team (CMT). These are:

- Chief Executive's
- Children and Young People's Services
- Environment and Development Services
- Financial Services
- Neighbourhoods and Adult Services

The Council also has two main partners with responsibility for the delivery of internal and external services. These are:

- RBT (Connect) Ltd. – which is a 12-year joint venture company created with BT plc in 2003. Services provided by RBT are: customer contact services (Rotherham Connect); revenues and benefits service; human resources and payroll; information and communications technology; and procurement.
- 2010 Rotherham Ltd. – the arms length housing management organisation (ALMO) which was set up to run the whole of RMBC's housing landlord service. The management, maintenance and improvement of the whole of the Council's housing stock were delegated to 2010 Rotherham Ltd. in May 2005.

Rotherham MBC and Our Approach to Equality

Rotherham Metropolitan Borough Council is committed to ensuring that our policies and key strategic frameworks take into account people's different needs in a range of local services, including health, education, transport and economic development.

The Community Strategy has been produced by the Rotherham Partnership and is the overarching partnership strategy for Rotherham. This strategy guides the work of all our major partners within the Borough and is built around key interrelated themes. Five priority themes direct the future work of council services and two broad crosscutting themes underpin everything the Council does. The first of the crosscutting themes "Fairness" means that equality will become embedded in all aspects of our work as a council and

equal opportunities for everyone are evident within the priority themes. Both the Community Strategy and the Corporate Plan share these same crosscutting and priority themes, emphasising the commitment of the Council and its partners to equality in the borough. The priority themes are Achieving, Learning, Alive, Safe and Proud, and the second crosscutting theme is Sustainable Development.

Our vision for Rotherham and our commitments to equality as a community leader, employer and service provider/commissioner are set out in our Equality and Diversity Statement and Policy on page 5.

Rotherham MBC Equality Framework

Our overall structure for equality and diversity work in RMBC is shown in Appendix 2. The Council has demonstrated its commitment to equality by establishing an Equalities and Diversity Unit located in the Chief Executive's Directorate and Equalities and Diversity Officers/Coordinators in Directorates. The Equality Champions Group (ECG) plays a significant role in implementing and driving all equality and diversity work across the Council, and is chaired by the Cabinet Member for Communities and Involvement. ECG is supported by an Equality Steering Group in each Directorate and the Corporate Equality and Diversity Officers Group. All five Directorates plus RBT and 2010 Rotherham Ltd. are represented on the ECG by an Equality Champion at director level who also chairs their Directorate Equality Steering Group and reports back to their senior management team on equality issues.

We will implement robust processes to performance manage our work on equality to achieve the actions set out in this scheme. Clear objectives, timescales and performance measures are included in the action plans so that progress may be monitored. The Equalities and Diversity Unit has responsibility for the Single Equality Scheme and will report back under existing performance management systems to Cabinet, Scrutiny and the Corporate Management Team. Directorates will be expected to provide regular updates to both the Equalities and Diversity Unit and the Equality Champions Group about progress.

The Performance and Overview Scrutiny Committee has overall responsibility for monitoring our work on equality and diversity and will delegate some tasks to the other scrutiny panels as appropriate.

Our Priorities

As stated earlier the Community Strategy guides the work of the Council and all our major partners and this equality scheme contributes towards delivering the overall aims in the strategy. Within each of the themes is a set of major priorities for the borough and our four strategic priorities under the Fairness theme are:

- Ensure services are accessible to all communities and neighbourhoods.
- Respond to meet the needs of Rotherham's diverse and ageing population.
- Ensure all people in Rotherham fully benefit from progress.
- Address the disadvantage that individuals experience because of their gender, race, disability, age, sexual orientation or religion or belief.

RMBC's specific priorities and objectives for each equality group in this scheme are detailed in the action plans.

Equality and Diversity Statement

Our Vision for Rotherham

Our priorities are for Rotherham to be a borough that is:

Rotherham Learning - where people fulfil their potential in their chosen careers, work, leisure and contributions to local life.

Rotherham Achieving - a prosperous place with a vibrant, mixed and diverse economy, across both urban and rural communities.

Rotherham Alive - a borough which celebrates its history but thrives in the present, where healthy living is promoted and the media, arts and literature all flourish.

Rotherham Safe - where neighbourhoods are clean, green, peaceful and relatively free from crime, drugs and fear of crime.

Rotherham Proud - a society underpinned by citizenship and democracy and made up of welcoming, friendly and strong communities.

These priorities are underpinned by two cross-cutting themes of **Sustainable Development** - to make sure that development in Rotherham does not harm the environment or people, both now and for the future - and **Fairness** (see below).

Our Vision for Fairness

“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, 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.”

Rotherham Community Strategy

The Council will contribute to achieving the vision for Fairness through our role as community leader; service provider and/or commissioner; and employer.

As a Community Leader we will:

- Celebrate the diversity of people within the Rotherham area.
- Work to provide an environment for everyone that is free from discrimination, harassment and violence.
- Encourage and support people to be active in community life, volunteering and local decision making.
- Work to build a strong, cohesive community where people from different backgrounds develop positive relationships.
- Encourage other organisations to adopt similar policies on fairness, equality and diversity, including those that provide goods and services on behalf of the Council.
- Work with our partner agencies to reduce inequalities and to improve the social and economic well-being of the Borough through Rotherham's Community Strategy.

As a Service Provider and Commissioner we will:

- Listen and respond to the views of our communities by involving people and consulting widely about needs and priorities.
- Set clear targets for making sure services are accessible, welcoming, caring, affordable and responsive to needs.
- Provide clear and meaningful information about council services in ways that are accessible and meet communities' needs.
- Monitor take-up of services and evaluate customer satisfaction, taking action to remove barriers that limit people's ability to access and benefit from our services.
- Identify positive opportunities to promote equality in service delivery.
- Make our buildings accessible to all.

As an Employer we will:

- Create positive opportunities to employ a workforce that is representative of the Borough's population.
- Operate and monitor fair, open recruitment and selection processes and encourage applications from all groups in the community.
- Ensure all employees have fair access to learning and development opportunities.
- Provide a safe and accessible working environment that values and respects the identity and culture of each individual.
- Improve our equalities practice by assessing equalities and diversity competencies in our performance and development review process.
- Empower our employees through open and clear communication.
- Continually review and monitor our total reward package to seek to ensure equality of pay for our workforce.
- Encourage and support employees to reach their full potential, through our performance and development review process.
- Promote and operate work life balance policies and practices that are flexible and responsive to both employee and customer needs.
- Promote full compliance with the Council's Equal Opportunity in Employment Policy.

Who is responsible?

- **Employees** - through their work and relationships with customers, colleagues and partners.
- **Managers** - through their responsibilities for managing people, performance and partnerships.
- **Chief Executive, Assistant Chief Executives, Strategic Directors and Directors** - through leadership, development and performance management of all Council strategies and policies.
- **Councillors** - through ward roles, decision making and scrutiny.
- **Cabinet Members** - through leadership, strategic decision making and performance management.
- **Partners, contractors and community and voluntary organisations** - through complying with their own equality responsibilities and developing good equality practice.

Equality and Diversity Policy

Our Commitments

Our **Equality and Diversity Statement** commits the Council to demonstrate quality and fairness to Rotherham's people, organisations, service users, employees and visitors to our Borough.

We believe that a strong commitment to fairness, equality and diversity is essential to achieving our vision and for building a cohesive community in Rotherham. We endorse the following definition of an equal society:

“An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals and removes the barriers that limit what people can do and can be.”

Fairness and Freedom: The Final Report of the Equalities Review” (2007)

Responsibility and Accountability

It is the responsibility of the Chief Executive, Assistant Chief Executives and each Strategic Director to make sure that equality targets and action plans are in place and working to deliver Rotherham MBC's Equality Policy and Single Equality Scheme. Every manager and employee has a role to play in implementing the plans.

The Cabinet has collective Member responsibility for overseeing achievement of the RMBC Equality Policy and Single Equality Scheme and accounting for progress. Member Scrutiny Panels have responsibility for scrutiny of its contents, objectives, and performance against those objectives, as appropriate to their role.

The overall implementation of the policy and scheme will be monitored by the Corporate Management Team, supported by the Equality Champions Group, the Equality and Diversity Unit and Strategic Human Resources.

Monitoring and Evaluating Equality

We are committed to monitoring and measuring our achievements on fairness, equality and diversity.

The new Equality Framework for Local Government will provide a robust performance management framework through which we will deliver the commitments set out in this Equality and Diversity Statement and our Equality Scheme.

We will make sure our Service Plans include equality objectives and action plans that are open to inspection and audit. We will also measure our performance and progress against national and local performance indicators.

Resources

The Council is committed to integrating equality policy into mainstream service planning and budget allocation.

We also devote resources specifically to developing, promoting and monitoring our Equality Policy and Single Equality Scheme. The Equality and Diversity Unit and Strategic Human Resources provide corporate policy development, scrutiny and a practical support role.

Each Directorate has officers and an Equality Steering Group, chaired by their Equality Champion, with specific duties to co-ordinate the implementation of the policy at a Directorate and service level.

Contractors

We will operate fair contracting, commissioning and procurement policies that monitor compliance with equality requirements and we will encourage and support contractors and partners to develop best practice in equality.

Anti-discrimination Legislation

The Council will comply with all anti-discrimination legislation including:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976 and Amendment Act 2000
- Disability Discrimination Act 1995 and 2005
- Human Rights Act 1998
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Employment Equality (Religion or Belief) and (Sexual Orientation) Regulations 2003
- Employment Equality Regulations 2003
- Carers (Equal Opportunities) Act 2004
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- Employment Equality (Sex Discrimination) Regulations 2005
- Employment Equality (Age) Regulations 2006
- Equality Act 2006
- Work and Families Act (2006)
- Equality Act (Sexual Orientation) Regulations 2007
- All European regulations and directives

The legislation protects:

- Disabled people
- Lesbian, Gay, Bisexual and Transsexual people
- People with family and caring responsibilities
- People on the grounds of their race, ethnic or national origin, colour or nationality
- People with religious or other philosophical beliefs and people without such beliefs
- Women and men
- Young people and Older people

We recognise that some people may experience multiple discrimination and our legal responsibilities towards them under the above Acts overlap. The Council will seek to identify where groups or individuals face particular disadvantage and consider how services and employment practices can best respond. However we also recognise that some groups do not benefit directly from legislative protection and through this policy, we aim to ensure good equality and diversity practice for everyone.

Employment law protects employees from being penalised because they are members of a trade union, or for other reasons relating to being a trade union member. RMBC promotes the right of every employee to belong to a trade union of their choice, including the right to participate in trade union activities and hold office. We will not tolerate less favourable treatment of any employee due to their trade union membership or activities.

Successes and good practice in Rotherham

Listed below are some positive examples of successful initiatives and current good practice in Rotherham across all equality groups that we aim to build on for the future.

- In a recent Comprehensive Performance Assessment, we performed well in consultation and community involvement (CCI) across the Council, making strong improvements in user focus, acknowledging the development of the CCI Framework as a key driver. The comments by the Audit Commission included:

“The Council is sustaining its strong community connections through extensive programmes of consultation and engagement, including with vulnerable sectors and minority groups in the borough” and “consultation outcomes are carefully tracked and are reflected in the final strategy and action plans.”
- In 2008 we have helped 374 more older people to live at home compared to the previous year.
- The Council is committed to being at the forefront of innovation in employment practices, especially utilising information technology to support culture change. This has been recognised nationally when the Council and RBT were presented with The Guardian Awards 2005 for Innovation and Progress for our home working pilot in the Revenues and Benefits service.
- Rawmarsh Children’s Centre is employing a “Dad’s Engagement Worker” to work in the Rawmarsh and Parkgate area to raise the profile of fathers and to help coordinate services specifically for men, including raising awareness of men’s health issues and assistance in accessing training and routes to employment.
- The Elderly Asian Men’s Social Activity Group offers support and assistance to older men who share a Pakistani and other Asian heritage. In 2004 they produced a book of “Our Life Story” as part of a wider Oral History Project, to highlight the history of the ethnic minority communities in Rotherham to the wider community. A display based on this was mounted in Clifton Park Museum in January 2005. It was also developed into a drama production by young people.
- The 2005/08 Carers Strategy was successful in forging the following achievements for Rotherham carers:
 - establishment of the Carers Information Centre providing carers with a central resource for information, support and advice; and
 - launch of the Carers Emergency Scheme offering practical support and peace of mind if the carer were involved in an accident, crisis or emergency.
- RMBC has supported the LGBT Rotherham community group to provide a helpline that provides an information, signposting and listening service for Lesbian, Gay, Bisexual and Transgender (LGBT) adults.
- Work is continuing to increase access to public rights of way, for example the year round 1km circuit “Access for All” at Harthill reservoir.

- Rotherham was amongst the first group of councils in the country to receive the Equality Mark following a rigorous external audit of our work on promoting equality and diversity and achieving Level 3 of the Equality Standard for Local Government in 2006.
- We are carrying out a phased programme of website improvements to increase access for speakers of languages other than English and for disabled people – including signposting in other languages, clearer layout, better colour contrasts and Readspeaker. British Sign Language videos are planned for the next phase.
- One example of our successful partnership working has been the multi-agency response to new migration to the borough, including the development of a welcome pack of key information for new arrivals.
- A range of initiatives in RMBC and 2010 to recruit and promote women into non-traditional roles has led to an Association for Public Service Excellence (APSE) Best Employee and Equality award.
- The innovative “Active Always” programme for people over 50 includes activities such as ballroom dancing, yoga, swimming aerobics, pilates and fitness classes. It helped nearly 150 people get fitter, meet new friends and start a healthier lifestyle.
- Rotherham is one of only six councils who were asked by the Department of Children, Schools and Families to participate in a project to provide support for Black and Minority Ethnic families – increasing the take up of childcare, early education and tax credits.
- Two new supported living schemes were developed in 2007-8 providing 11 more places for people with a learning disability to be empowered to live at home.
- The 12 month Chesterhill Intensive Neighbourhood Management Pilot scheme looked at combating crime, ensuring community safety and increasing community involvement. Residents, Rotherham MBC, 2010 Rotherham Ltd, South Yorkshire Police, South Yorkshire Fire and Rescue, and Voluntary Action Rotherham have all been involved and residents now have a greater influence over decisions taken about where they live. Since the pilot started there have been significant reductions in recorded crime and antisocial behaviour across the whole pilot neighbourhood. Referrals to support agencies such as parenting programmes and mediation have also increased markedly.
- Rotherham’s Youth Cabinet is an active voice for young people working on a range of initiatives including anti-bullying work in schools, promoting anti-fascism, and driving the Quids in initiative which funds projects proposed by young people aged 13-19.
- “Women Working Together for Change” the borough’s first women’s equality conference was held to celebrate International Women’s Day in March 2008. It is set to become an annual event bringing together women from different faiths and cultures in a range of activities to promote community cohesion and increase women’s participation in community life and local decision making, particularly in leadership roles.

Duty to promote equality

General duties

Recent legislation has created three general duties to promote equality, which each have in common the need to eliminate unlawful discrimination and to promote equal opportunities. At present these duties cover race, disability and gender equality, but they are being replaced by a new single general duty which will be extended to include sexuality, age and religion/belief as well as the existing three areas. It will also be made more explicit that the gender duty covers gender reassignment. The general duties require public bodies to be proactive in embedding equality in all policies, decisions and activities.

- **Race equality duty** (Race Relations Amendment Act 2000) - in everything we do as a Council we have to “have due regard to the need to”:
 - eliminate unlawful racial discrimination
 - promote equality of opportunity
 - promote good race relations between people of different racial groups

- **Disability equality duty** (Disability Discrimination Act 2005) - in everything we do as a Council we have to “have due regard to the need to”:
 - promote equality of opportunity between disabled persons and other persons
 - eliminate discrimination that is unlawful under the Act
 - eliminate harassment of disabled persons that is related to their disabilities
 - promote positive attitudes towards disabled persons
 - encourage participation by disabled persons in public life
 - take steps to take account of disabled persons’ disabilities, even where that involves treating disabled persons more favourably than other persons

- **Gender equality duty** (Equality Act 2006) - in everything we do as a Council we have to “have due regard to the need to”:
 - eliminate unlawful discrimination and harassment
 - promote equality of opportunity between men and women

Having “due regard to the need to ...” means that the weight given to the need to promote equality for a particular function should be in proportion to how relevant that function is to equality. In other words this is about how the function or policy affects people, not about the numbers of people it affects; for example it does not mean that race equality is less important when the ethnic minority population is small.

Specific duties

There are also a number of specific duties that local authorities are required to meet, which help us work towards meeting the general duties. Our arrangements for complying with the specific duties, which are summarised on the next page, need to be set out in the respective equality schemes.

Schools have their own specific equality duties which will be referred to in their own schemes and action plans and reported on annually.

Summary of current specific duties

Duty	Equality strand		
	Race	Disability	Gender
Equality scheme	Publish a Race Equality Scheme (RES) which sets out how we will meet the general duty and details our arrangements for meeting the other specific duties.	Produce and publish a Disability Equality Scheme (DES) and action plan demonstrating how we intend to fulfil the general and specific duties.	Prepare and publish a Gender Equality Scheme (GES) which shows how we will meet the general and specific duties and sets out gender equality objectives.
		Implement the actions set out in the DES action plan over a three year period.	Implement the actions outlined in the GES over a three year period.
Review the scheme at least every three years and report annually on progress.			
Assessing the impact of policies on equality (equality impact assessment - EIA)	Assess the likely impact of proposed policies on the promotion of race equality.	Include in the DES a statement about the methods used for impact assessment.	Assess the impact of current and proposed policies and practice on gender equality.
	Assess functions and policies for relevance to the general duty and publish the list in the scheme.		
Consultation and involvement	Consult on the likely impact of proposed policies on the promotion of race equality.	Involve disabled people in the development of the DES and state how they have been involved in its development.	Consult with employees, trade unions and people who use council services.
Gathering and using information (monitoring)	Monitor policies for any negative or adverse impact on race equality.	Gather and use information on how policies and practices affect disability equality in the workforce and in the delivery of services.	Gather and use information on how policies and practices affect gender equality in the workforce and in the delivery of services.
	Carry out detailed employment monitoring by ethnic group and publish the results each year.	Set out the arrangements for gathering and making use of information, and put these into effect within three years of publishing the DES.	Put into effect the arrangements for gathering and making use of information within three years of publishing the GES.
Training	Provide training for staff in relation to the duties required by the RRAA 2000.		
Publishing information	Publish the results of any assessments, consultation and monitoring.	Publish a report summarising the steps taken under the action plan and the results of gathering information and how it has been used.	
Access to services and information	Make sure there is public access to services and information.		
Equal pay			Consider whether there is a need to include objectives to address the causes of the gender pay gap.

Our arrangements for meeting the duties

This section outlines our arrangements for fulfilling the specific duties and how we are extending them to include all the equality groups.

1 Publish an Equality Scheme

This Single Equality Scheme includes the third version of our Race Equality Scheme and incorporates our present Gender and Disability Equality Schemes. The equality objectives in each scheme and three-year action plans for all three strands show how we will promote equality and fulfil the legal duties.

We have included equality objectives and action plans for sexuality and religion/belief in this integrated Single Equality Scheme and linked in the Older People's Strategy, Children and Young People's Plan and Rotherham Joint Carers' Strategy.

2 Assessing the impact of policies on equality

The Council carries out equality impact assessments (EIA) on all functions and policies in order to meet legislative requirements and as part of our work on the Equality Framework for Local Government. This includes existing policies, new policies or those which are being changed. To help managers carry out this task an EIA toolkit has been specially devised by the Equalities and Diversity Unit. The first two phases of the process were carried out in 2004 by listing all our functions and policies first and then screening them for relevance to equality before developing an EIA schedule that is updated every three years. The schedule for 2008-2011 is published as an appendix to this scheme on the Council's website.

We see EIA as a way of mainstreaming equality in everything we do wherever relevant. They allow us to make the most of opportunities to tackle discrimination, promote equality and positive community relations. Our EIA process also helps us to remove any injustice and disadvantage in the way we carry out our work (institutional discrimination), consider equality issues from the start and use the knowledge and strengths of our partners to help make decisions.

The results of the EIA are used to set equality objectives that become part of business plans, leading to improvements to services and employment practices. As well as using the information to improve services and employment practices, impact assessments are also published on the Council's website for information for the public and for audit purposes.

Our EIA toolkit has always encouraged services to look wider than race, gender and disability equality and has been revised in 2008 to strengthen the requirement to consider all equality groups and also to extend the scope of equality assessments.

3 Consultation and Involvement

The Consultation and Community Involvement (CCI) Framework sets out the Council's vision, aims and objectives for consultation and community involvement. It also sets out a range of actions to ensure that CCI underpins and is built into Council policy and service delivery.

A new web-based “Community Engagement” database is being piloted that will be a useful resource for the Council, partners and people in Rotherham. It will allow people to see what consultation and involvement activities have taken place recently or are being planned. More importantly it will also inform people what the outcomes of CCI have been and how this has shaped policies and decision making.

We are exploring innovative new ways of engaging with local people including more web-based and electronic CCI activities, particularly with groups and communities who have had less involvement in the past.

Specific details of consultation and community involvement activity for our race, gender and disability equality schemes are set out below. Wide ranging consultation took place with carers during the development of the multi-agency Rotherham Joint Carers’ Strategy in 2008 and we have a number of networks, groups and partnership arrangements to involve other people. These include Rotherham Older people’s Forum; Youth Cabinet and other young people’s groups; Rotherham Inter-Faith Forum; Mosque Liaison Group; Lesbian, Gay, Bisexual and Transgender (LGBT) inter-agency group and LGBT Rotherham Ltd.

Gender

Consultation has been carried out extensively with women as part of the development of Rotherham Women’s Strategy and this has also informed the development of the Gender Equality Scheme. 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.

However, it is recognised that further consultation will be required with men through both qualitative consultation activities such as focus groups, and through liaising directly with men’s groups within the Borough. Plans are also in place to work with our partners to engage with the transsexual community across South Yorkshire.

Race

We use a range of methods to consult and involve local people from different ethnic communities on our proposed policies, including meetings, focus groups and Rotherham ReachOut (citizens’ panel), as well as involving our Black and Minority Ethnic Workers Network. REMA (Rotherham Ethnic Minority Alliance) coordinated in depth consultation, using various methods, during the development of the BME Strategy, which has informed our third Race Equality Scheme.

Disability

The involvement of disabled people was paramount to the development of the Joint Disability Equality Scheme. It was agreed to hold a series of involvement events across the borough and to create a base of disabled people who might start off by being consulted, but would move during the life of the scheme to more active involvement and support.

The partners planned this work together with disabled people. It was agreed that we ran a series of events, at varied times and in a variety of places across the borough. Other options for people that could not make any of these events were explored and we made

sure that all the issues that individuals raised were fed into the information that we gathered.

The events gave people the opportunity to raise their issues and concerns about different services and organisations and identified the five main priorities for action which formed the basis of the action plan. When this was still in draft form, we invited disabled people to a further session to check out what we had written and to tell us which of these actions were most important to them.

As we were holding the meetings we realised that not many younger people had attended the events, and few people from Black and Minority Ethnic communities, so we organised some targeted initiatives to involve them. However the work we have done to date is very much the start of a process and we need to look at ways of involving different groups of people in different ways in the future.

4 Gathering and Using Information

Research

The Council and its partners continue to make effective use of a range of methods for research and intelligence and when appropriate include specific questions for people to comment directly on any issues that might affect the way we provide our services. These methods include:

- Place survey - a new survey from 2008 that asks local people about their perceptions of the area where they live
- Reach Out - Rotherham Citizens' Panel
- Employee Opinion Survey
- Reach-In Panel (employee focus groups)
- Service specific surveys such as the Housing Needs survey

Monitoring

In April 2005 the Council introduced a corporate monitoring policy, which was reviewed and updated in 2008. The policy aims to introduce a basic and consistent monitoring standard across the Council, ensuring a common approach to equalities monitoring. It covers the reasons for monitoring, taking into account equality legislation and the Data Protection Act 1998.

All services are expected to monitor and collect equality data - by age, disability, ethnicity and gender as a minimum – for complaints, service take up, and user satisfaction. Where appropriate, monitoring will also be extended to include sexuality and/or gender identity and/or religion/belief.

These various sources of information enable us to monitor the impact of our policies on equality and inform our equality impact assessments. Management information is produced for employment and service delivery purposes to compare performance data over time, inform plans and strategies and to set equality targets and objectives.

Employment

The Council has a workforce of 13,568 employees, including schools (at 31 March 2008). 3% of the workforce is Black and Minority Ethnic employees and 3.4% are disabled employees. Women managers represent 44.3% of the top 5% of earners and Black and

Minority Ethnic managers 2% of the top 5% of earners (both excluding school employees). The collation and analysis of equality-related information plays an important part in ensuring we are working towards having a diverse workforce that reflects our community across all departments, grades and occupations. Data is collected for existing employees, new starters and job applicants as a matter of course so that we can continue to monitor progress on achieving greater workforce diversity using a range of measures/targets. Our employment monitoring data is reported to the Corporate Management Team twice per year and annual reports are published on the website each June covering:

- the workforce profile
- applicants for jobs, training and promotion
- people who have received training
- people subject to disciplinary measures
- people who have taken out a grievance
- reasons for leaving employment with RMBC

For each of the areas above data is collected, analysed and reported by age, disability, ethnicity and gender, with further monitoring to be introduced in 2009. Employee perceptions are also measured through the biennial Employee Opinion Survey which includes several questions on performance and development.

Strategic Human Resources (HR) introduced a Workforce Planning Matrix template which is used as part of the annual service planning process. The matrix includes provision to consider any under-representation and develop actions to redress this.

5 Training

HR have developed an overall Equality Training Strategy which incorporates training on the Race Relations (Amendment) Act and other equality legislation. Specific training packages have been developed, both in-house and working in partnership with experienced external consultants. Equality training is included in induction, and in addition to generic equality training for all employees there are specific packages for front line staff and for managers. Classroom sessions, drama-based training and e-learning are used and people participate in learning and development opportunities that are appropriate to their role in the organisation.

There is a comprehensive Member Development Programme that includes workshops on equalities and diversity and community cohesion.

We also want to make sure that managers use the equality and diversity competency, which has been introduced to Performance Development Reviews for all employees, to help identify any development needs and to make certain that people are clear about their own role and responsibility in promoting equality.

The key aim of our training is to equip Members, managers and employees with the knowledge and skills to effect positive changes in Rotherham, promoting equality, understanding the changing needs of our communities and helping to deliver the actions and initiatives set out in this scheme.

6 Publishing Information

This is part of the important process of increasing openness in local government and keeping people informed about what is happening in Rotherham. We produce an annual review of consultation report which is available on the Council website and details of planned consultation and community involvement activities are also published. Each Directorate publishes the main findings from their equality impact assessments and equality monitoring.

Annual updates on the progress of our equality action plans are also published.

7 Access to Services and Information

We are aware that service users and potential users may experience communication and/or physical barriers in accessing information and services. With this in mind we constantly strive to improve our communication channels and range of customer contact methods. We have made our website more accessible; are encouraging the use of plain language; promote English classes for speakers of other languages; provide translation and interpreting services; produce documents in other formats on request and include a strapline in five community languages on published documents. Further improvements will follow from the implementation of the revised Customer Access Strategy, development of a Customer Relationship Management System and other innovative use of ICT. Our equality impact assessments, management information reports and community engagement activities also assist in identifying people's needs and any barriers to access.

8 Employment and the Gender Pay Gap

Identifying the causes of and aiming to close the gender pay gap plays a significant part in our Gender Equality Scheme. The former Equal Opportunity Commission states that the main factors that contribute to this gap are:

- discrimination including pay discrimination (often inadvertent but still illegal);
- women's disproportional share of caring responsibilities, which can result in restricted career continuity and progression and women being over represented in part time posts;
- the concentration of women in particular occupations characterised by lower levels of pay.

Equal Pay

Strategic Human Resources are addressing any inequalities in pay and status by progressing the equal pay agenda through job evaluation and the production of a revised pay and grading structure. Rotherham was one of the first councils in the region to implement single status arrangements for former manual grade employees with effect from 1st April 2006. This has enabled a harmonisation of previous diverse pay practices and introduced more simplified rules applied across the board so that an equal, fair and transparent pay structure is achieved. This work has continued with phase 2 (above former APT&C Scale 3) implemented from 1st April 2008. Senior staff proposals are currently being drafted with an intended post-April 2009 implementation.

We have also developed low level guidance for pay progression through increments. More detailed guidance will be rolled out through the annual Performance Development Review process. Additionally work is being carried out to develop job families and job-

specific competencies to support the harmonised pay agenda and in readiness for our new electronic Recruitment Management System.

The work is supported by undertaking Equality Impact Assessments at key stages of the process and taking into account the equal pay audit outcomes for Level 4 of the Equality Standard.

In addition to the work on job evaluation and the pay and grading structure various initiatives have been put in place by HR to address the gender pay gap including:

- producing a policy and procedure for carers of adults to request flexible working
- promoting a range of flexible working options to improve recruitment and retention of potentially disadvantaged groups
- mandatory recruitment and selection training that encourages Directorates to consider areas of under representation at the job description/person specification and advertising stages of the process, and where appropriate to take positive action in line with legislation
- ensuring job adverts are placed where both men and women candidates have an equal chance of seeing them, and reference included in the wording explaining where we are under-represented
- training aimed at developing management potential and supporting promotion opportunities has been offered to women employees as part of the High Achieving Women Project and via the Stepping Up to Management course
- provision of training to groups of women to develop skills and competencies aimed at supporting their progression within the organisation is offered through events such as International Women's Day (every March)

Further work is planned as part of the "Our Future" organisational development strategy where there is a particular work stream looking specifically at innovation, ICT and work style.

Commissioning and Procurement

The Council already requires that all our contracts meet the requirements of equality legislation. However we recognise the potential to promote equality by using the commissioning process.

We encourage and support our contractors and potential contractors to develop good equality practice, and this is achieved through the contracting process, contractor meetings, and through information such as our procurement web pages, supplier guide and at "Meet the Buyer" events.

All our contractors are required to comply with equality legislation, and this is included as a standard clause in contracts. Where equality is a core requirement within a contract, for example when contractors are providing front-line services on the Council's behalf, additional requirements to promote equality are built into contract specifications and contracts. In these cases, our tendering process tests that potential suppliers have the policies and expertise to deliver our equality requirements.

In the future there will be more onus on public authorities to tackle discrimination and promote equality through their procurement functions. The Council will continue to improve our contract monitoring procedures to ensure that contractors are delivering our equality requirements. We also intend to build on our good relationships with contractors to encourage them to take further actions on a voluntary basis that will help them to avoid unlawful discrimination and promote equality of opportunity and good community relations.

Complaints

All complaints about Rotherham Metropolitan Borough Council should be directed to the department or service concerned or they can be reported online on the Council's website, by telephoning 01709 382121 or in person at reception in Council buildings.

Specific complaints about sexism, racism, homophobia and transphobia or other forms of hate crime; discrimination or harassment can be reported via the Safe in South Yorkshire website: www.safeinsouthyorks.co.uk or by ringing the **Stop Hate Crime 24 hour help line 0800 138 1625**.

The Community Safety Unit are leading a multi-agency group to extend the scope of the Council's racist incident policy to include other forms of hate crime and hate incident.

Employees can use the Council's Dignity at Work policy or formal employment processes such as the grievance procedure for incidents involving another employee.

The use of all these systems will include equality monitoring, ensuring that we are able to learn from our mistakes.

Making the Scheme Work

Scrutiny of the Single Equality Scheme

The scheme will be subject to scrutiny and comment through reports to Corporate Management Team, Cabinet, Democratic Renewal Scrutiny, Performance & Overview Scrutiny, Cabinet Member for Communities and Involvement Delegated Powers, Full Council, Joint Trades Union Consultative Committee, Equality Champions Group and Directorate Equality Steering Groups.

External public and partner scrutiny and comment will be secured through consultation, publication on the Council's website, and circulation to partners, both statutory and voluntary and community.

Annual Reporting and Three Year Review

The Equalities and Diversity Unit will publish an annual equality report on the Council's website showing progress across all areas of equality work, especially in relation to this Single Equality Scheme and the associated action plans.

We will review our scheme and the action plans each year with our stakeholders and produce a detailed review after three years in 2011. The review will include an evaluation of how we have met the general equality duties and our specific duties under the legislation.

Action Plans

The Equality Action Plans include both corporate- and directorate-level actions to promote equality in service provision and in employment, and to foster a stronger and cohesive community.

Specific plans for each equality group follow after a general plan which has a number of cross-cutting actions that cover most or all equality groups. But it is also important to remember that people may experience multiple discrimination.

Directorates will develop their equality objectives, which are clearly focussed on outcomes, based on detailed information. Likely objectives will be around the following:

- Employment
- Policy Development
- Service Design and Delivery
- Decision Making and Community Engagement.

Detailed service plans for directorates are published on the Council's website at www.rotherham.gov.uk

In order to achieve our aims and integrate equality we will:

- involve and consult our employees, partners and local people
- set targets and regularly monitor our performance to make sure we achieve them
- use performance indicators to measure our own performance and benchmark with other organisations
- include equality objectives that focus on outcomes in our service and business plans
- increase people's awareness and knowledge of equality issues through training and development activities
- improve our monitoring and management information systems
- assess equality competencies in our performance and development reviews for managers and employees to ensure that people are embedding equality in their work
- promote equality through procurement and commissioning

General Equality Action Plan

No	Corporate actions from 2008 onwards	Equality strand							
		Race	Disability	Gender	Gender Identity/ Trans	Sexuality	Age	Religion and belief	Carers
1	Build on our existing arrangements for consultation and involvement in order to increase the participation, voice and influence of all communities.	✓	✓	✓	✓	✓	✓	✓	✓
2	Include questions and analysis in relation to equality groups in all corporate mechanisms for consultation, to identify priorities and measure progress.	✓	✓	✓			✓		
3	Continue to carry out equality monitoring in employment and use management information to inform equality objectives/targets.	✓	✓	✓		✓	✓	✓	✓
4	Through learning and development activities develop a greater understanding within the organisation of equality issues, resulting in service improvements.	✓	✓	✓	✓	✓	✓	✓	✓
5	Implement the Community Cohesion Strategy through a range of projects and initiatives to foster a stronger and more cohesive community.	✓	✓	✓	✓	✓	✓	✓	✓
6	Develop a programme of new and refreshed community of interest profiles to maintain an overview of Rotherham's communities, to inform service planning and delivery.	✓	✓	✓	✓	✓	✓	✓	✓
7	Be proactive in taking forward preventive work on hate crime and hate incidents in order to make Rotherham a safer and more inclusive borough.	✓	✓	✓	✓	✓	✓	✓	
8	Continue to use our procurement and commissioning functions to promote equality.	✓	✓	✓		✓	✓	✓	
9	Operate fair recruitment and selection processes that promote equal access to employment in RMBC for all communities.	✓	✓	✓	✓	✓	✓	✓	✓
10	Strengthen our approach to safeguarding adults - to contribute to reducing cases of abuse and to increase perceptions of our services in delivering personal dignity and respect.	✓	✓	✓	✓	✓	✓	✓	✓

No.	Directorate actions from 2008 onwards	Equality strand							
		Race	Disability	Gender	Gender Identity/ Trans	Sexuality	Age	Religion and belief	Carers
1	Continue to carry out and publish equality impact assessments (EIAs) and use the findings to inform service delivery, employment practices and policy decisions.	✓	✓	✓	✓	✓	✓	✓	✓
2	Strengthen effective consultation and involvement with all communities in Rotherham to inform: - service planning/improvements - town centre regeneration - local decision making.	✓	✓	✓	✓	✓	✓	✓	✓
3	Further develop equality monitoring in services, including take up, complaints and customer satisfaction, publish the results annually and use management information to inform equality objectives and targets.	✓	✓	✓			✓		✓
4	Record and respond appropriately to all reported hate incidents in order to make Rotherham a safer and more inclusive borough.	✓	✓	✓	✓	✓	✓	✓	
5	Use effective and targeted marketing and communication activities to increase service take up by all communities.	✓	✓	✓	✓	✓	✓	✓	✓
6	Develop equality objectives for services that will focus on outcomes and be informed by analysis of: - information from the other general actions - research findings - community profiles and community mapping - performance against national and local indicators (more details in each individual action plan)	✓	✓	✓	✓	✓	✓	✓	✓

Key where relevant and appropriate not applicable

Race Equality Action Plan

Rotherham Borough Council is committed to taking action against unlawful discrimination that people experience because of their race, ethnicity, colour, culture, nationality, asylum seeker or refugee status or because they are migrant workers or from Gypsy and Traveller communities. We are also committed to promoting equality and good relations between people of different racial groups, so that we build a stronger and more cohesive community.

Our aim is to make sure that all people have the same rights of access to services and employment and benefit from them equally. We recognise that Rotherham's people are from diverse ethnic backgrounds and we need to maintain an accurate picture of the different communities so we can plan services to meet people's needs as our community changes. It is important that we remove barriers that prevent or limit people from accessing health services and social care; or from participating in employment; enterprise; learning opportunities; social and leisure activities; or community and public life.

We recognise that Black and Minority Ethnic (BME) people are particularly subject to the divisive and harmful effects of race discrimination. Such discrimination may arise because of negative stereotypes and attitudes that lead to unfair treatment and disadvantage. Racial harassment and hate crime also damages people emotionally and physically, limiting life choices and opportunities. The Council will work with our partners to take all necessary measures to prevent, tackle and monitor racial harassment and discrimination.

Links with other plans and projects

Rotherham Partnership, our local strategic partnership, commissioned REMA (Rotherham Ethnic Minority Alliance) to develop a strategic plan to articulate the aspirations, needs and concerns of Rotherham's Black and Minority Ethnic communities. The plan was informed by local and national research and by a series of in-depth consultation events involving women, men and young people from diverse ethnic communities. A number of clear priority issues emerged, which the plan addresses:

- Regeneration of Rotherham town centre to meet the needs of all communities
- Support and advice for new and existing BME businesses and enterprises
- Accessible training and learning opportunities at all levels for men and women
- Raising the levels of attainment of young people and the levels of core essential skills in disadvantaged communities
- Improving health and fitness through better awareness of and access to health and social care services
- Increasing awareness and removing barriers to participation in sports and leisure activities, including by children and young people
- Greater opportunities for BME communities to participate in local democracy and decision making
- Social events to celebrate diverse cultures and enhance community cohesion
- Sustaining a strong and influential BME voluntary and community sector
- Concerns about personal safety, harassment and anti-social behaviour
- Addressing underemployment and unemployment by improving employment opportunities and pathways
- Promoting successes and positive role models to inspire other local people

This race equality action plan for RMBC forms part of our third Race Equality Scheme, and promotes equality for people from all communities in the borough. It includes the actions the Council will take to help meet the objectives of the BME Strategy. Other plans and projects already in place that are addressing disadvantage and promoting race equality are listed below.

Some are broad, encompassing all communities, but recognising where targeted action for particular groups is needed, and others focus directly on promoting equality for Black and Minority Ethnic communities.

- Community Strategy
- Customer Access Strategy
- Consultation and Community Involvement Framework
- Rotherham Women's Strategy
- Community Cohesion Strategy - inter-faith, inter-cultural and inter-generational work streams
- Public Health Strategy – delivering the BME Health Needs Action Plan
- Working Neighbourhoods Plan
- Rotherham Compact - BME Code of Good Practice
- Rotherham New Lives - Integration Strategy for Asylum Seekers and Refugees
- Hate Crime Policy
- Gypsy and Traveller Strategy (under development)
- Managing New Migration to Rotherham - work programme

Environment and Development Services (EDS) objectives:

- Implement the Working Neighbourhoods Plan (2008 - 2011) to improve employment opportunities and rates, economic inactivity, enterprise levels and activity for BME communities.
- Incorporate the needs of BME communities, identified through consultation on the Public Realm Strategy, into the design of specific public realm improvement schemes.
- Implement a range of initiatives to increase participation by all communities in Rotherham town centre activities. (Regeneration and Planning service plan 2009 - 2012)

Neighbourhoods and Adult Services (NAS) objectives:

- Develop new ways of engaging BME communities and users in the planning and provision of health and social care services (BME Health Needs Action Plan)
- Implement Rotherham's Fair Access design protocol to contribute towards influencing culturally sensitive design (Housing Strategy 2008 - 2012)
- Increase participation, involvement and satisfaction with opportunities to be involved in decision making through Area Assemblies (NAS service plan 2008 - 2011)

CYPS to follow

Strategic aims

Our race equality strategic aims are to:

- Build a strong and cohesive community where people from different backgrounds develop positive relationships.
- Ensure services are accessible and culturally appropriate for all our community.
- Be recognised as an employer of choice for people from all communities.
- Value and celebrate the rich cultural diversity within Rotherham.

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Work with BME communities and businesses and the Chamber of Commerce to publicise support from the Council in relation to business opportunities/ start ups.	Increased satisfaction of Black and Minority Ethnic businesses with regard to support from RMBC. Number of new Black and Minority Ethnic business start-ups. Number of grants under Business Vitality Scheme. Lead – RiDO, Environment and Development Services		→		
2	Work proactively with BME businesses and enterprises to encourage tenders for council contracts.	Number of Black and Minority Ethnic enterprises bidding for and obtaining Council contracts. Lead – Financial Services and Procurement managers		→		
3	Support and encourage access to learning and development and career progression opportunities for Black and Minority Ethnic employees, including through positive action.			Participation in the sub-regional BME managers project. Lead – Strategic HR	→	
		Number of Black and Minority Ethnic employees in senior posts. Retention rates of Black and Minority Ethnic employees. Equality monitoring of participation in learning events and career progression. Lead – All Directorates with support from HR		→		
4	Implement the BME Workers Network action plan to develop			As detailed in the strategy and action plan	→	

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
	the network and contribute towards improving services and promoting good practice in employment.			Lead – All Directorates		
5	Support the development and sustainability of the Black and Minority Ethnic voluntary and community sector, including the development of capacity to: <ul style="list-style-type: none"> - deliver services - influence decision making. 	Number of Service Level Agreements with Black and Minority Ethnic voluntary and community sector organisations. Lead – CXD/Procurement managers	Representation of Black and Minority Ethnic voluntary and community sector organisations on Boards and committees. Lead – CXD/LSP			
6	Promote successes and positive role models, men and women, from Black and Minority Ethnic communities to challenge stereotypes and inspire others.		Regular features and images in publications such as Unite, Rotherham News and in service-specific and schools information. Involvement of Community reference group for Rotherham News. Lead – Communication and Marketing Officers			
7	Increase community confidence that anti-social behaviour and racist hate crime will be dealt with effectively and appropriately.		Update RMBC racist incident policy to include all hate incidents. Publicity campaign for Stop Hate Crime 24 hour reporting help line. Lead – Community Safety Unit, NAS Regular features in Rotherham News Lead – Communication and Marketing Officers			

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
8	<p>Continue to review and develop sport, leisure and cultural activity provision to:</p> <ul style="list-style-type: none"> - increase participation by all communities - promote community cohesion - improve health and wellbeing. 		<p>Measured by monitoring service take up and customer satisfaction.</p> <p>Lead – CXD and Culture and Leisure Services, EDS</p>		—————→	
9	<p>Coordinate an annual programme of events that celebrates Rotherham’s diversity and recognises the contributions of all Rotherham’s communities.</p> <p>(8 and 9 link to actions in religion/belief plan)</p>		<p>Annual Diversity Festival.</p> <p>Range of celebratory events held each year and in-depth features on national events like Black History Month in Rotherham News.</p> <p>Leads – CXD and Culture and Leisure Services, EDS</p>		—————→	
10	<p>Widen access to learning through removing barriers and providing learning opportunities that meet the needs of all Black and Minority Ethnic communities.</p>		<p>Implement the Community Learning Plan.</p> <p>Measured through profile, satisfaction and retention rates of learners.</p> <p>Lead - CYPS</p>		—————→	
1	Directorate actions		<p>Develop race equality objectives relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> • Consultation which should ask men and women specifically about issues related to their ethnicity or ethnic background and how this might affect the way services are provided. • Findings of Equality Impact Assessments. • Comments, suggestions and complaints. 			

Measures of success, timescales and lead officers

No.	Corporate actions	2007	2008	2009	2010	2011
			<ul style="list-style-type: none"> • Monitoring information, including the ethnicity or ethnic background of service users and which services they are or are not using. • Staffing information, including the ethnicity or ethnic background of staff across all grades and take up of flexible working. • Monitoring the use of Dignity at Work and Grievance policies. 			

Disability Action Plan

Rotherham Borough Council, NHS Rotherham and Rotherham NHS Foundation Trust oppose discrimination on the basis of disability and adopt the Social Model of Disability (see glossary). We are committed to promoting equality and to removing barriers wherever they occur and in particular in relation to education, employment, housing, leisure, training and access to services, information and buildings. The three partner organisations will take opportunities to promote positive statements about disability through our actions and the images we use. We acknowledge that in the past there have been areas of poor practice which we aim to improve through the delivery of this action plan.

Local consultation and other sources reveal that many disabled people find public transport inaccessible. Transport barriers mean that many people cannot access services, leisure facilities, education or employment. All partners recognise the importance of good local transport in enabling disabled people access to services and facilities.

Employment levels continue to be low among disabled people. We know there are many disabled people seeking to enter the labour market, with a variety of useful skills. All the partners are committed to being Positive about Disabled People and each partner has the two tick symbol for employment. We also acknowledge that there are a number of barriers to employment, and will seek to address these wherever possible. It is also vital that we support existing staff where people become disabled, or experience changes in their needs; thus ensuring we retain experienced and valuable staff.

Our commitments

Rotherham Borough Council is committed to making all its public buildings accessible to disabled people so they can use the services independently and not experience any unlawful discrimination.

NHS Rotherham aims to provide excellent services that meet the needs of all customers, ensuring equal access to health services for all people in Rotherham

Rotherham NHS Foundation Trust is committed to the promotion of equality and challenging all forms of discrimination in employment and access to its services for disabled people.

The partners are fully committed to:

- Consulting and engaging with disabled people and their advocates.
- Supporting them in involvement opportunities.
- Ensuring disabled people are engaged in making decisions on how services and employment practices are provided and developed.
- Providing information in formats and languages people want and can understand within the resources available.
- Making sure that information is available in a variety of places and ways, so that people have the opportunity to access information on all our services when they need it.
- Ensuring that all people with disabilities live as independently as they can in their own homes.

Our disability equality strategic aims

The five key priorities identified by disabled people were involvement; employment; access to buildings, services and information; equipment and adaptations; and transport and these formed the basis of the action plan.

Strategic aim 1	to promote equality for disabled people
Strategic aim 2	to involve and work in partnership with disabled people
Strategic aim 3	to improve access to buildings, services and information
Strategic aim 4	to take positive steps in supporting disabled people into and in employment
Strategic aim 5	to promote inclusive transport within our service areas
Strategic aim 6	to promote independent living for disabled people in Rotherham

Below is an abridged version of the strategic action plan that is being implemented by all three partners. Most actions also involve our two health partners, but for brevity only RMBC leads are detailed here. The full plan and the detailed implementation plan for RMBC's actions are available on the website at the following link:

<http://www.rotherham.gov.uk/graphics/YourCouncil/Equalities+and+Diversity/Rotherham+Joint+Disability+Equality+Scheme.htm>

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
Strategic Aim 1 To promote equality for disabled people					
1.1	Promote the duties in the Disability Discrimination Act (DDA) and this scheme to promote disability equality for all disabled people in Rotherham.		→	Action Plans under the 6 areas of the DDA 2005 monitored and reviewed to show visible outcomes that address inequality and promote disability equality. RMBC Lead - Access Officer (NHSR and RFHT *)	New actions and measures to be developed when the scheme is reviewed in 2009.
1.2	Equality Impact Assessments (EIA) of all new, revised and existing functions and policies for their impact on Rotherham's disabled people will be undertaken.	Number of EIA undertaken. Service take-up monitoring and customer satisfaction indicators. RMBC Lead - Access Officer (NHSR and RFHT)		→	

* NHSR is NHS Rotherham, formerly known as Rotherham Primary Care Trust or PCT
RFHT is Rotherham Foundation Hospital Trust

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
1.3	Encourage customer feedback and complaints to improve access to and uptake of services.	Monitor customer/service user feedback, complaints and changes made. Lead - All services in all partners	—————→		New actions and measures to be developed when the scheme is reviewed in 2009.
1.4	Seek to create an atmosphere in Rotherham where the contribution of disabled people is valued and celebrated.	Positive images of disabled people are promoted by the partners in literature and local media. Lead - All services in all partners	—————→		
1.5	Disability Equality Scheme awareness training will be carried out for managers, for all other staff, training will be included in equalities training.	Increased awareness and understanding in all staff. Lead - All services in all partners at every level. Managers responsible for Personal Development Reviews	—————→		
1.6	Increase confidence of disabled people that incidents related to discrimination and harassment of disabled people are reported and dealt with effectively.	Disability related incidents are reported and dealt with accurately and effectively. Lead - All partners	—————→		
		Procedure developed to cover disability related hate crime. Lead - All partners			

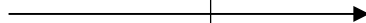
Strategic Aim 2 To involve and work in partnership with disabled people

2.1	Promote an enabling culture with service users. (clear information about services; promoting successes; raising awareness of needs; steps to remove barriers; feedback on how people's views have influenced decisions)	A better working relationship between Service Users and the partner organisations. A high level of respect from each party therefore increasing the levels of services and usage of services. RMBC Lead - All Services (NHSR and RFHT)	—————→		New actions and measures to be developed when the scheme is reviewed in 2009.
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		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
2.2	<p>Establish and support a robust and sustainable new organisation that will be led by disabled people to:</p> <ul style="list-style-type: none"> - act as a consultative group - campaign for the needs of disabled people - support work on the DES by reviewing progress - develop links with partner organisations 	<p>Establishment of the group with explicit terms of reference.</p> <p>RMBC Lead - Access Officer, Disability coordinator and Equalities and Diversity Team</p> <p>(with support from NHSR – PPI team)</p>			
2.3	<p>Work with disabled people and independent organisations to plan involvement activities.</p>	<p>Evidence of active involvement by disabled people leading to positive changes.</p> <p>RMBC Lead - All Services (NHSR)</p>	→		<p>New actions and measures to be developed when the scheme is reviewed in 2009.</p>
2.4	<p>Improve the involvement and influence of young disabled people in the partner's services.</p>	<p>Strong and robust group of young people that meets on a regular basis and are involved in decisions and activities across Rotherham.</p> <p>RMBC Lead - Disability Coordinator and Access Officer (with support from NHSR – PPI team)</p>	→		
2.5	<p>Undertake meaningful consultation with disabled people when setting up new services or making significant changes to existing services.</p>	<p>Evidence of involvement with disabled people. Details reported in each partner's annual review.</p> <p>Lead - Executive Directors and managers where appropriate in all partners' service areas</p>	→		

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
Strategic Aim 3 To improve access to buildings, services and information					
3.1	Involve disabled people and their advocates at the planning/building stages for new public buildings within the partner organisations.	Improved access to all new and existing public buildings to accommodate all disabilities. RMBC Lead - Planning Department and Access Officer (NHSR and RFHT)	—————→		
3.2	For existing buildings we will involve disabled people in carrying out access audits.	Number of audits undertaken. RMBC Lead - Planning Department and Access Officer (NHSR and RFHT)	—————→		
3.3	Ensure disabled people's comments are used to develop, amend or add to an accessible Design Code for buildings and estates.	Accessible Design codes will be written and published and used by all partners. RMBC Lead - Access Officer who will link with partners	—————→		New actions and measures to be developed when the scheme is reviewed in 2009
3.4	Consider the needs of disabled people in developing evacuation plans.	Evacuation plans will meet the needs of all disabled people as proven in emergency exercise training. RMBC Lead - All services (NHSR and RFHT)	—————→		
3.5	Aim to provide information for disabled people, which meets their needs.	Increased independence for disabled people and better access to all services. Lead - All services in all partners	—————→		
3.6	Develop a strategy for accessible public toilets and develop a clear plan for installing/upgrading toilets across Rotherham with the involvement of disabled people.	Better facilities. Lead – RMBC Access Officer			

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
Strategic Aim 4 To take positive steps in supporting disabled people into and in employment					
4.1	We will take 'Positive Action' to ensure we increase employment of disabled people at all levels of our organisations.	Through the success of the Equip Scheme, Access to Work and Ambition Health carried out by each partner. Lead – all services in all partners			New actions and measures to be developed when the scheme is reviewed in 2009
4.2	All the Partner organisations will look at the feasibility of appointing and training 'Employment Coaches' that will: - Mentor and support disabled staff - Support and educate managers and staff employed across the organisations in working with disabled staff.	Increased support for all areas of organisations and potential employees in appointing disabled staff. Lead - Human Resource Departments in all partners			
4.3	We will aim to work with voluntary and community organisations to create more work experience opportunities.			Number of disabled people employed or volunteering Lead – All services	
4.4	Support and encourage access to learning and development and career progression opportunities for disabled employees. (Staff Development Procedures in place and managers are equipped with and are applying the required competencies)	Through monitoring access to learning events and career progression achievements of disabled employees. Lead - Human Resources and Learning and Development departments in all partners			

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
4.5	Promote good working practices amongst all employees in relation to anti-bullying and harassment of disabled people, by raising awareness of what constitutes bullying and harassment and the impact this has on individuals, teams and the organisations.	<p>Partners bullying and harassment policies are reviewed.</p> <p>Equality and diversity training for managers encompasses bullying and harassment of disabled people.</p> <p>Feedback from employees shows they have confidence in the procedures and management action on bullying and harassment.</p> <p>Lead - Human Resource Departments in all partners</p>			New actions and measures to be developed when the scheme is reviewed in 2009
Strategic Aim 5 To promote inclusive transport within our service areas					
5.1	RMBC will investigate providing specific disability equality training to all its hackney carriage drivers.	<p>More aware drivers leading to better experiences for disabled people.</p> <p>Lead – RMBC Licensing Department and Access Officer</p>			New actions and measures to be developed when the scheme is reviewed in 2009
5.2	The Hospital Foundation Trust will ensure that patients / carers clinical needs are screened to make sure appropriate transport is provided, or an alternative identified.	<p>Carry out an audit to check whether appropriate transport is being provided and a decrease in missed appointments due to transport problems is being achieved.</p> <p>Lead - Patient Transport Services Manager, RHFT</p>			New actions and measures to be developed when the scheme is reviewed in 2009

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
5.3	RMBC and other appropriate organisations and groups will assist in the implementation of a 'Transport For All' group facilitated by SYPTE. The group will be run by disabled people, for disabled people and involve transport providers. It will be based on Sheffield's successful model.	A sustainable group run by and for disabled people to improve transport for the entire borough. Lead - RMBC Planning and Transportation with links to all partners and community			
5.4	We will work with Community Transport to • Improve inclusiveness and accessibility of the service • Consider an extension to the service which includes evenings and weekends where possible.		Increased independence, safety in travel and reassurance. Lead - RMBC Disability Coordinator		New actions and measures to be developed when the scheme is reviewed in 2009
5.5	RMBC Special Educational Needs Team will deliver compulsory training for drivers and escorts in duties, guidance and responsibilities and child protection awareness.	A higher level of transport, safety and better experiences. Lead - RMBC Special Educational Needs Team	→		
Strategic Aim 6 To promote independent living for disabled people in Rotherham					
6.1	Revitalise the Adaptations service, offering a seamless, one stop service to all customers.	New service blueprint accepted by Cabinet Member. Improved waiting times for adaptations. Lead – RMBC Equipment and Adaptations Team			

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
6.2	Improve the re-use of adaptations and equipment where possible to make better use of limited resources.	Savings made on cost of providing new adaptations. RMBC Lead - Equipment and Adaptations Team (NHSR through REWS)			New actions and measures to be developed when the scheme is reviewed in 2009
6.3	We will investigate the setting up of a Centre for Inclusive Living in Rotherham and work with other organisations to do this.	Joint report to Cabinet Member and relevant PCT on whether a Centre is viable, with indicative costs identified. RMBC Lead - Equalities Manager, Access Officer (NHSR)			
6.4	Establish a steering group across Community Housing Services to drive forward service changes particularly in Adaptations and Older People's services.	First meeting to be no later than April 2007 with terms of reference agreed before the second meeting. Lead – RMBC Equipment and Adaptations Team			
6.5	RMBC are piloting partner schemes to reduce the wait involved in the tendering process for adaptations.	First pilot in place – savings made of approx 40% on level access showers. Second pilot in place by end of 2007 for stair lifts. Lead – RMBC Equipment and Adaptations Team			
1	Directorate action		Develop equality objectives for disability relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information: <ul style="list-style-type: none"> • Consultation which should ask men and women specifically about issues related to their illness, condition or disability and how this might affect the way services are provided. • Findings of Equality Impact Assessments. • Comments, suggestions and complaints. • Monitoring information, including whether service users are disabled and which services they are or are not using. • Staffing information, including numbers of staff who are disabled across all grades and take up of flexible working. • Monitoring the use of Dignity at Work and Grievance policies. 		

Gender Equality Action Plan

Despite over 30 years of legal rights to sex equality, discrimination still exists and women still on average earn less than men, are less likely to be employed in senior management positions and are more likely to be responsible for caring for older relatives and children. They are frequently disadvantaged by policies and practices that do not recognise their greater caring responsibilities, or their different patterns of work and greater vulnerability to gender based violence. Generally in policy making and service delivery, men are also much more likely than women to have more decision making power.

However there are some areas where men experience particular barriers. For example, in relation to their parenting and caring responsibilities, men may encounter a lack of facilities for their children, such as in men's hostel accommodation, in family support services and childcare, or in leisure and sports facilities. Men are also disadvantaged by workplace cultures that do not support their caring responsibilities or by health services that do not recognise their different needs. Men's take up of primary health care services is generally lower than women, resulting in later diagnosis and greater risks for their health. Also three times more men than women die from suicide. Achievement in education in Rotherham also shows particular concerns for men and boys. For example in 2004, the number of boys achieving 5+ GCSEs grade A* to C was 42.3% compared to 49% for girls (ONS, 2006).

We all know that men and women are different biologically but should this difference influence what careers we pursue, how much time we have to spend with our families or how others behave towards us? However unintentional, when this happens, gender stereotyping is at work and it can have a dramatic affect on the lives of both men and women.

Everyone suffers from the effects of gender stereotyping, and however unintentionally, services sometimes conform to these stereotypes. This is why Rotherham Metropolitan Borough Council has set out a gender equality vision.

Our gender equality vision is:

We will, in our employment practices, service delivery and partnerships, identify and respond to all forms of gender stereotyping, discrimination, sexism and transphobia.

We will achieve our vision for gender equality by setting key strategic objectives that prioritise work in our Gender Action Plan. These are:

- Identify the causes of and seek to close the gender pay gap.
- Develop nationally recognised good practice in relation to flexible working policies and work life balance initiatives.
- Ensure that everyone has the opportunity to contribute and benefit from regeneration in their neighbourhoods and from other initiatives across the Borough.
- When we consult, we will ask participants to comment directly on any issue related to their gender that might affect the way we provide our service.

On pages 41-43 is the action plan with specific actions to promote equality for transsexual women and men, who are also protected from discrimination under the Gender Equality Duty.

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Develop a greater understanding within the organisation of gender and the Gender Equality Scheme.	<p>All staff to receive gender awareness training.</p> <p>Include gender related objectives in key strategies and plans.</p> <p>Gender Equality Scheme to be included in equality training for all staff.</p> <p>Lead - Strategic HR and Directorate Learning and Development Coordinators</p>		→	<p>New actions and measures to be developed when the scheme is reviewed in 2010.</p>	
2	Ensure improvements in performance by mainstreaming of gender equality.	<p>All new policies, strategies and plans to incorporate an Equality Impact Assessment that will include gender.</p> <p>Lead - All Directorates</p>		→		
3	Complete the Equal Pay Review.	<p>Implementation of revised equal pay proofed pay and grading arrangements.</p> <p>Lead - Strategic HR</p>		→		
4	Continue to develop RMBC's performance management framework and develop meaningful indicators in respect to gender equality.		<p>Targets and local performance indicators in respect of gender equality developed for 2008/9 service planning process.</p> <p>Lead - Assistant Chief Executive</p>	→		
5	Contribute to a partnership approach to address gender equality in the Borough.	<p>All key partnerships will include gender related objectives in business plans for all appropriate areas of work.</p> <p>Lead - Manager, Rotherham Partnership</p>		→		

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
6	Develop good practice in relation to flexible working policies and work life balance.	Increase in percentage number of staff who can work flexibly as measured through employee opinion survey. <i>Lead - Strategic HR</i>		→		
7	Ensure employment practices and policies identify and respond to all forms of gender stereotyping and discrimination including the identification of barriers to the retention and recruitment of transsexual staff.	Relevant employment policies identified with a timetable for completion of Equality Impact Assessment. <i>Lead - Strategic HR</i>		→	New actions and measures to be developed when the scheme is reviewed in 2010.	
8	All corporate mechanisms for consultation to include appropriate questions/ analysis in relation to gender.	All forms of corporate consultation identified and a timetable for inclusion of appropriate gender related question included. <i>Lead - Head of Performance and Policy</i>		→		
1	Directorate actions	Implement RMBC actions within Rotherham Women's Strategy.	As detailed in the strategy and action plan	→		
2		Consolidation and building on gender-related information. Raising awareness of the scheme.	Develop gender specific equality objectives relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information: <ul style="list-style-type: none"> • Consultation which should ask men and women specifically about issues related to their gender and how this might affect the way services are provided. • Findings of Equality Impact Assessments. • Comments, suggestions and complaints. • Monitoring information, including the gender of service users and which services they are or are not using. • Staffing information, including gender of staff across all grades, take up of flexible working and maternity/paternity policies by gender. • Monitoring the use of Dignity at Work and Grievance policies. 			

Gender Identity/Trans Action Plan

The duty to promote gender equality includes both women and men, including women and men who identify as transsexual (a person who is intending to undergo, is undergoing or has undergone gender reassignment). As well as being afforded protection from discrimination and harassment in employment and vocational training, a further change to the law in December 2007 ensured that people who identify as transsexual also have their rights protected in the provision of goods and services. Thus the broader gender issues within our Gender Equality Scheme need to be considered at the same time as the specific actions in this section.

Partner agencies have developed a Lesbian, Gay, Bisexual and Transgender (LGBT) Inter-Agency Action Plan which is promoting equality on the grounds of sexuality and for the wider trans community, which includes transsexual people (see glossary). The actions for RMBC in this Single Equality Scheme contribute towards the objectives in the inter-agency plan to provide appropriate services and support for trans people in Rotherham.

Strategic objectives from the inter-agency plan

The objectives are to:

- Raise the profile of LGBT people and communities in Rotherham
- Tackle discrimination, stereotyping and hate crime experienced by LGBT people
- Build the capacity of service providers to be inclusive of LGBT people's needs
- Improve the quality of life for LGBT people in Rotherham through strong partnership working
- Be employers of choice for LGBT people

Like other minority groups, trans people may confront bias and discrimination in everyday activities such as when shopping and travelling on public transport, as well as when trying to access employment and services. A person's trans status can make them visible and a target for being ostracised, harassed or assaulted. Our hate crime procedures include transphobic incidents and we will be taking forward preventive work on all forms of hate incident.

Rotherham MBC is committed to promoting a safe and supportive environment for trans people in the community and at work. We will achieve this by:

- Working to develop awareness and understanding of gender identity/trans issues with our employees and people in Rotherham.
- Recording and dealing with transphobic incidents as part of our hate incident procedures.
- Developing consultation and involvement of trans communities in Council services.
- Supporting the local LGBT group to operate a helpline for the local LGBT community.
- Continuing to address the needs of the trans community through our Inter-Agency Group.
- Supporting employees who identify as transsexual.
- Improving perceptions of people in Rotherham towards RMBC as an LGBT-friendly employer.

Our gender equality vision is:

We will, in our employment practices, service delivery and partnerships, identify and respond to all forms of gender stereotyping, discrimination, sexism and transphobia.

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Contribute to an annual programme of events to celebrate the contributions of Rotherham's LGBT communities and bring people together from diverse communities.	Annual LGBT History month event held. RMBC lead – inter-agency group members from RMBC	—————→			
2	Develop positive communications to celebrate the contributions of Rotherham's LGBT communities and tackle prejudice and stereotypes.		Programme of newsletter and media articles, including Rotherham News. RMBC lead – inter-agency group members from RMBC	—————→		
			Regular articles and information in internal communications, including Unite, to raise awareness.			
3	Raise awareness of gender identity/trans equality issues in RMBC through training and information.		New RMBC intranet and website pages developed. RMBC lead – inter-agency group members from RMBC	—————→		
			Learning materials and training opportunities provided for Councillors, strategic managers and service delivery staff. RMBC lead – inter-agency group members from RMBC	—————→		
4	Strengthen effective involvement with LGBT people in Rotherham to inform future service planning and development.		Confidential mailing list/data base for communication and consultation set up. Targeted e-consultation options developed. Stronger links with LGBT Rotherham informs service development. RMBC lead – inter-agency	—————→		

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
			group members from RMBC and CCI Team, CXD			
5	Increase confidence in reporting transphobic hate crime and incidents.		LGBT Helpline becomes a hate crime reporting centre for transphobic incidents. Implementation and publicity of 24-hour telephone hate crime reporting and referral service commissioned from Stop Hate UK RMBC lead – Community Safety Unit		—————→	
6	Explore the possibility of establishing an “LGBT Alliance Group” within RMBC to support LGBT employees.			Group established and meeting regularly. RMBC lead – CXD	—————→	
7	Develop a policy to support transsexual employees working for RMBC by April 2009.			Policy in place and being implemented Lead – Strategic HR	—————→	
1	Directorate actions	Consolidation and building on gender-related information. Raising awareness of the scheme.	<p>Develop gender specific equality objectives relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> • Consultation which should ask men and women specifically about issues related to their gender, and gender identity if appropriate, and how this might affect the way services are provided. • Findings of Equality Impact Assessments. • Comments, suggestions and complaints. • Monitoring information, including the gender, and gender identity if appropriate, of service users and which services they are or are not using. • Staffing information, including gender of staff across all grades, take up of flexible working and maternity/paternity policies by gender. • Monitoring the use of Dignity at Work and Grievance policies. 			

Age Equality Action Plan

Rotherham Council is committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger people and older people and that these attitudes and beliefs can lead to both younger people and older people being socially and economically disadvantaged, excluded and marginalised. Younger and older people have the right to equality of opportunity and make a significant and valuable contribution to Rotherham Borough.

As an employer, the Council is committed to tackling age discrimination and promoting equality of opportunity and good relations between all our employees. We will also improve opportunities for young people to work in the Council.

RMBC will continue to consult and involve younger and older people and to work with our partner organisations to develop and deliver strategies to improve the well-being of children and young people and older people in Rotherham. We will also seek to build positive relationships and understanding between people of all age groups in the community, to build a stronger, cohesive and more caring community.

Older people, and children and young people, were identified as priority groups for the work on the Neighbourhood Renewal Strategy and are also the main target groups for the anti-age discrimination legislation. Two major strategies in place already focus on people from these age groups and both have identified key priorities, which are summarised below. However it is important that we consider the needs of people of all ages in the borough and continue to consult and involve them.

“Wellbeing in later life 2006-2010”, a strategy for older people in Rotherham

The strategy has been developed to promote a better quality of life for Rotherham’s increasing population of people who are over 50. Following extensive research and consultation the key issues prioritised by older people that the strategy addresses are:

- Maximising income
- Regenerating Rotherham town centre
- Mobility and transport
- Greater and more accessible learning opportunities
- Improving and maintaining health, including accessible services
- Access and participation in a range of social, cultural and leisure opportunities
- Housing choice, including support to live at home for as long as it is possible
- Safe, clean and secure neighbourhoods
- Promoting independence
- Ensuring that the views of older people are heard and shape the aspirations of the Council and other agencies
- Increase the participation of older people in the way services are developed
- Addressing age discrimination

Children and Young People’s Plan and Well Being Strategy 2007- 2010

This covers services for children and young people aged 0-19 years, those aged 20 or over who are leaving care and those up to 25 who have learning difficulties/disabilities. It is our second strategic plan for children and young people in Rotherham and tells a story about the journey towards developing excellent integrated services and transforming them into multi-

agency delivery, in the right place at the right time. Children and young people, parents and carers, and our partner organisations have all helped us to shape this plan.

Information from our analysis of need; results of consultation and surveys including the visioning exercise; local intelligence, and feedback from the Joint Area Review and other inspections have informed priority setting. Our key priorities are grouped under the relevant “Every Child Matters” heading, linked to the corresponding Community Strategy theme:

Being healthy (Alive)

- To halt the rise in infant mortalities
- To improve the sexual health of all children and young people
- To ensure that all children and young people have the opportunity to live healthy lifestyles
- To support children and young people with complex needs and continuing health and care needs

Staying safe (Safe)

- To improve the safety and security of vulnerable children and young people
- To reduce bullying by implementing robust protocols, systems and through sharing good practice
- Reduce the impact of domestic violence

Enjoying and Achieving (Learning)

- To raise attainment across the borough for all children and young people (0-19)
- To improve children and young people’s chances of taking part in sporting and cultural activities
- Ensuring higher quality of education/learning for all children and young people
- To raise the attainment of Looked After Children, children from BME backgrounds and those with special and complex needs

Making a Positive Contribution (Proud)

- To promote positive images and activities of young people in their communities
- To reduce the number of children and young people who offend and re-offend
- Support parents and carers and families to promote positive behaviour
- To support children and young people of families coming to Rotherham as economic migrants

Achieving Economic Well-being (Achieving)

- Increase the number of young people in education, employment and training
- Ensure that all children and young people live in Decent Homes
- Assisting economically inactive parents, carers and family members, including those on Incapacity Benefit and lone parents, back into work
- Improve processes for adaptations to housing for children and young people with specific needs

Both “Wellbeing in later life 2006-2010”, a strategy for older people in Rotherham and the Children and Young People’s Plan and Well Being Strategy 2007- 2010 are available on the website at the following links:

Children and Young People’s Plan: www.rotherham.gov.uk/graphics/Learning/_singleplan.htm

Wellbeing in later life:

www.rotherham.gov.uk/NR/rdonlyres/5369FA96-F49C-4ACD-B5A9-A9B58A61ADCE/0/FinalStrategy.pdf

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Implement the actions in “Wellbeing in later life 2006-2010”, a strategy for older people in Rotherham.	As detailed in the strategy and action plan RMBC Lead – NAS	—————→			New actions and measures to be developed when the plans are reviewed in 2010
2	Implement the actions in the Children and Young People’s Plan 2007- 2010.	As detailed in the strategy and action plan RMBC Lead - CYPS	—————→			
3	Implement relevant actions from Rotherham Women’s Strategy.	As detailed in the strategy and action plan RMBC Lead - CXD	—————→			
1	Directorate actions		<p>Develop equality objectives for age relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> • Consultation which should ask men and women, children and young people, specifically about issues related to their age and how this might affect the way services are provided. • Findings of Equality Impact Assessments. • Comments, suggestions and complaints. • Monitoring information, including the age of service users and which services they are or are not using. • Staffing information, including age of staff across all grades and take up of flexible working. • Monitoring the use of Dignity at Work and Grievance policies. 			

Carers Equality Action Plan

Rotherham Borough Council recognises the vital role played by carers in supporting people in the community who are frail, ill or disabled or who have mental health or substance misuse problems, and the need for carers to be recognised and valued. It can be particularly difficult for carers to access and benefit from services, education, training, employment and leisure activities. Our intention is to take positive steps to improve the recognition and status of carers by changing and improving the ways that agencies work in planning and delivering services. We are committed to improving the range and availability of support services for carers and in addition to improving support for carers directly we need to make sure that other services recognise carers' needs and are flexible and accessible.

By operating family friendly employment policies, we will aim to provide flexible working arrangements for Council employees, so that carers are able to combine their work and caring responsibilities without fearing this will limit their career aspirations.

The 2008 National Strategy for carers "Carers at the Heart of 21st Century Families and Communities" has provided guidance in the development of the Rotherham Joint Carers' Strategy 2008 – 2011, which builds on the previous Rotherham Carers' Strategy to set out commitments to carers over the next three years. Rotherham MBC will work in partnership along with NHS Rotherham, Rotherham NHS Foundation Trust, Job Centre Plus, Barnardo's Young Carers, Crossroads, and Rotherham Carers' Forum to ensure that carers' issues are kept high on the agenda.

Our vision for carers in Rotherham is that carers will be able to:

- Exercise choice, be independent, be protected and have fair access to services.
- Feel supported and encouraged to shape local services which meet their characteristics and needs.
- Enjoy their lives as individuals and as part of families and neighbourhoods.

Strategic objectives

Following extensive consultation with carers in Rotherham the seven objectives of the strategy are that we will:

- Improve access to information.
- Develop effective access to training, education and resources in a way that results in carers being treated as a valued partner with local authority and health organisations.
- Increase the access for carers to have their own individual assessment of need at the earliest possible stage of the process.
- Provide carers with a range of services that offer them support which is flexible and appropriate and will sustain them in their role.
- Prioritise carers' health needs and give access to health services in a way in which carers feel supported to stay mentally and physically well.
- Develop support mechanisms to assist carers into and to sustain employment and provide access to effective financial support whilst carrying out their caring responsibility or when their life changes.

- Increase support which protects children and young people from inappropriate caring in a way which encourages them to enjoy positive childhoods.

The Rotherham Joint Carers' Strategy and detailed action plan is available on the website at the following link: www.rotherham.gov.uk/graphics/Care/Adult+Services/Carers/Carers.htm

		Measures of success, timescales and lead officers				
No.	Corporate action	2007	2008	2009	2010	2011
1	Implement RMBC actions from Rotherham Joint Carers' Strategy 2008 – 2011.		As detailed in the strategy and action plan. RMBC Lead – NAS	—————→		
1	Directorate action		<p>Develop equality objectives relevant to their service in relation to carers which will focus on outcomes, and which will be informed by the analysis of the following information:</p> <ul style="list-style-type: none"> • Consultation which should ask men and women specifically about issues related to being carers and how this might affect the way services are provided. • Findings of Equality Impact Assessments. • Comments, suggestions and complaints. • Monitoring information, including whether service users are carers and which services they are or are not using. • Staffing information, including whether employees are carers and take up of flexible working. • Monitoring the use of Dignity at Work and Grievance policies. 			

Religion and Belief Equality Action Plan

Rotherham Council respects the rights of individuals to practise their religion, or religious or philosophical beliefs, without fear of intimidation, harassment or violence. We will not tolerate unlawful discrimination on the grounds of religion or religious or philosophical beliefs, or because people do not have such beliefs. We are determined to challenge prejudice and we will work with our partners to take all necessary steps to prevent, tackle and monitor hate incidents motivated by religious hatred.

Rotherham MBC is committed to providing flexible and responsive services and working practices that are sensitive and respectful of different religions and religious or philosophical beliefs, practices and obligations. We are also committed to promoting good relations between people from all faith communities, so that we build a stronger and more cohesive community. We will achieve this by:

- Promoting understanding and dialogue between different faith communities, and between faith and non-faith communities.
- Enabling faith groups to work together with each other and community groups in wider partnerships.
- Acknowledging and celebrating religious festivals and other events that are significant for our communities.
- Developing more culturally sensitive services through consultation with employees and service users.
- Promoting a work environment where the cultural, religious and philosophical beliefs of all employees are respected.
- Working to record and deal with religious hate incidents as part of our hate incident procedures.

Strategic aims

Our strategic aims are to:

- Provide positive opportunities for people from diverse faiths to meet, share understanding and develop friendships.
- Increase the capacity of local faith groups to participate in building cohesive communities.
- Provide a forum for consulting and involving faith communities in decision making for the Borough.
- Promote intercultural engagement by bringing together young people from different religious and ethnic backgrounds.
- Develop and promote training and educational resources to increase knowledge of other religions and beliefs.

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Raise awareness of RMBC's Cultural and Religious Observance Policy with managers and employees.	Unite articles featuring different religions published. Annual memo regarding Ramadan. Islam awareness activities. Lead – Strategic HR	→			
2	Develop specific religion/belief learning opportunities to increase knowledge and understanding - for example Islam awareness.		Islam awareness session developed and rolled out. Guide to Islam produced and distributed. Lead - CXD	→		
3	Raise awareness of significant festivals and events for Rotherham people.	Annual diversity calendar produced and published on website and intranet Lead – CXD	→			
4	Provide facilities for prayer or contemplation in Council buildings.		Existing quiet/prayer rooms publicised on intranet	→		New civic building has a dedicated quiet/prayer room.

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
			Lead – Strategic HR			Lead – EDS
5	<p>Develop and implement a work programme for Rotherham Inter-Faith Forum to bring together people of different faiths.</p> <p>(links to 12 and 13 in race plan)</p>		<p>Number of events and activities held.</p> <p>Increase the diversity of faith groups who are involved.</p> <p style="text-align: center;">Lead – CXD</p>		→	
1	Directorate actions		<p>Develop equality objectives for religion and belief relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> • Consultation which should ask men and women specifically about issues related to religion or belief if appropriate and how this might affect the way services are provided. • Findings of Equality Impact Assessments. • Comments, suggestions and complaints. • Monitoring information, including where relevant the religion or belief of service users and which services they are or are not using. • Staffing information, including the religion or belief of staff across all grades and take up of flexible working. • Monitoring the use of Dignity at Work and Grievance policies. 			

Sexuality Equality Action Plan

Rotherham Borough Council recognises that lesbian, gay and bisexual people can be a less visible group in our community whose needs often go unidentified and unmet. This is exacerbated by the fear of prejudice, discrimination, harassment and violence, which can prevent lesbian, gay and bisexual people from being "out" about their sexuality. We will aim to be a leader in the Rotherham area through inclusive employment practices and high quality and accessible services for lesbian, gay, bisexual (LGB) customers. Our hate crime reporting procedures include homophobic incidents and we will be working proactively with our partners to combat prejudice, harassment and violence both inside and outside the Council.

Sexuality is distinct from gender and gender identity and is covered by different legislation. Everyone has legal protection from discrimination in relation to their actual or perceived sexuality (Equality Act Regulations and Employment Equality Regulations). This means lesbians and gay men; heterosexual people and bisexual people are all protected.

Partner agencies have developed a Lesbian, Gay, Bisexual and Transgender (LGBT) Inter-Agency Action Plan which is promoting equality on the grounds of sexuality and for the wider trans community. Our actions in this Single Equality Scheme contribute towards the objectives in the inter-agency plan to provide appropriate services and support for LGB people in Rotherham.

Strategic objectives from the inter-agency plan

The objectives are to:

- Raise the profile of LGBT people and communities in Rotherham
- Tackle discrimination, stereotyping and hate crime experienced by LGBT people
- Build the capacity of service providers to be inclusive of LGBT people's needs
- Improve the quality of life for LGBT people in Rotherham through strong partnership working
- Be employers of choice for LGBT people

Rotherham RMBC is committed to promoting a safe and supportive environment for lesbian, gay and bisexual people in the community and at work. We will achieve this by:

- Working to develop awareness and understanding of the experiences and needs of lesbian, gay and bisexual people with our employees and people in Rotherham.
- Recording and dealing effectively with homophobic incidents as part of our hate incident procedures.
- Developing consultation and involvement of LGB communities in Council services.
- Supporting the local LGBT group to operate a helpline for the LGBT community.
- Continuing to address the needs of the LGB community through our Inter-Agency Group.
- Improving perceptions of people in Rotherham towards RMBC as an LGBT-friendly employer.

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Contribute to an annual programme of events to celebrate the contributions of Rotherham's LGBT communities and bring people together from diverse communities.	Annual LGBT History month event held. RMBC lead – inter-agency group members from RMBC	—————→			
2	Develop positive communications to celebrate the contributions of Rotherham's LGBT communities and tackle prejudice and stereotypes.		Programme of newsletter and media articles, including Rotherham News. RMBC lead – inter-agency group members from RMBC	—————→		
			Regular articles and information in internal communications, including Unite to raise awareness.			
3	Raise awareness of LGB equality issues in RMBC through training and information.		New RMBC intranet and website pages developed. RMBC lead – inter-agency group members from RMBC	—————→		
			Learning materials and training opportunities provided for Councillors, strategic managers in public agencies and service delivery staff. RMBC lead – inter-agency group members from RMBC	—————→		
4	Strengthen effective involvement with LGBT people in Rotherham to inform future service planning and development.		Confidential mailing list/data base for communication and consultation set up. Targeted e-consultation options developed. Stronger links with LGBT Rotherham informs service development.	—————→		

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
			RMBC lead – inter-agency group members from RMBC and CCI Team, CXD			
5	Increase confidence in reporting homophobic hate crime and incidents.		LGBT Helpline becomes a hate crime reporting centre for homophobic incidents. Implementation and publicity of 24-hour telephone hate crime reporting and referral service commissioned from Stop Hate UK RMBC lead – Community Safety Unit		—————→	
6	Explore the possibility of establishing an “LGBT Alliance Group” within RMBC to support LGBT employees.			Group established and meeting regularly. RMBC lead – CXD	—————→	
1	Directorate actions		<p>Develop equality objectives for sexuality relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> • Consultation which should ask men and women specifically about issues related to their sexuality if appropriate and how this might affect the way services are provided. • Findings of Equality Impact Assessments. • Comments, suggestions and complaints. • Monitoring information, including where relevant the sexuality of service users and which services they are or are not using. • Staffing information, including the sexuality of staff across all grades and take up of flexible working. • Monitoring the use of Dignity at Work and Grievance policies. 			

Appendix 1

Glossary

BME	Black and Minority Ethnic
CCI	Consultation and Community Involvement
CXD	Chief Executive's Directorate
CYPS	Children and Young People's Services
EDS	Environment and Development Services
EIA	Equality impact assessments
HR	Human Resources
LGBT	Lesbian, Gay, Bisexual and Transgender
NAS	Neighbourhood and Adult Services
NHSR	NHS Rotherham, formerly known as Rotherham Primary Care Trust or PCT
RFHT	Rotherham Foundation Hospital Trust
RBT	Rotherham Brought Together
RMBC	Rotherham Metropolitan Borough Council

Carer

A person who spends a significant proportion of their time providing support for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems. The carer is unpaid and provides care on a regular basis but does not necessarily live in the same household.

Community cohesion

The Cattle Report stated that a cohesive community is one where:

- there is a common vision and a sense of belonging for all communities
- the diversity of people's different backgrounds and circumstances is appreciated and positively valued
- those from different backgrounds have similar life opportunities
- strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods.

Customer relationship management

This is a term applied to processes implemented by an organisation to handle its contact with its customers. CRM software is used to support these processes, storing information on current and prospective customers, in order to improve services that are provided directly to customers and to use the information for targeted service delivery purposes.

Disability

A physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. (from Disability Discrimination Act 1995)

Direct discrimination

Treating an individual or group differently and less favourably than others under comparable circumstances. This may be based on a person's age, race, sexuality, ethnic origin, nationality, sex, religion, marital status, disability or because a person identifies as transsexual. Such discrimination is unlawful.

Diversity

A term used to characterise the uniqueness of individuals and to acknowledge and value an individual's differences.

Equality

Full opportunity and choices for people to maximize their potential, be respected and considered equal in all areas of their life.

Equality impact assessment

A process that enables the Council to identify and modify policies and practices that discriminate or restrict access to services or employment.

Equality monitoring

The process of collecting and analysing information about people's background to see whether groups are all fairly represented.

Functions, policies and practices

Functions include all the Council's duties and powers as well as services. Policies and practices cover all the proposed and current activities that the Council carries out.

Gender

Sex is the biological difference between men and women, but a person's gender is socially constructed, for example women often take more responsibility for childcare than men.

Gender reassignment

Altering one's birth sex is not a one step procedure; it is a complex process that takes place over a long period of time. Gender reassignment or transitioning includes some or all of the following cultural, legal and medical adjustments: telling one's family, friends and co workers, changing name and legal documents, hormone therapy and possibly (although not always) chest and/or genital alteration. It is covered by specific provisions in the Sex Discrimination Act (SDA).

Harassment

Any form of unwanted verbal, non-verbal or physical conduct with the purpose or effect of violating the dignity of a person, or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Hate crime

Any incident which is perceived by the victim or any other person to be motivated by prejudices due to their actual or perceived racial origin, religion, sexuality, age, gender or disability.

Homophobia

An irrational fear and dislike of individuals who identify as gay, lesbian or bisexual, which may result in judgemental, discriminatory or aggressive behaviour.

Indirect discrimination

This means applying a provision, criterion or practice equally to everyone but which disadvantages people from a particular group, unless it can be shown to be a proportionate means of achieving a legitimate aim.

Institutional racism

The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people. (Concept of institutional racism applied by Stephen Lawrence Inquiry)

Limiting lifelong illness

A perceived limiting long-term illness, health problem or disability which limits a person's daily activities or the work they can do, including problems that are due to old age (from 2001 census).

Migrant worker

A person who has moved to another country to find work.

Positive action

Although positive discrimination is unlawful specific initiatives are permitted to overcome the effects of past discrimination against disadvantaged groups. This could be:

- providing facilities to meet the specific needs of people from particular ethnic groups in relation to their training, education or welfare
- targeting job training at women where they are under-represented in a certain area of work, or encouraging them to apply for such work

Procurement and commissioning

Procurement is the process of obtaining goods, works and services, both from in-house providers and from external organisations.

Commissioning is the process of specifying, securing and monitoring services to meet people's needs at a strategic level.

Racism

Racism in general terms consists of conduct or words or practices which disadvantage or advantage people because of their colour, culture, or ethnic origin. In its more subtle form it is as damaging as in its overt form. (Stephen Lawrence Inquiry Report)

Refugees and asylum seekers

An asylum seeker is someone who has fled persecution in their homeland, arrived in another country and made themselves known to the authorities, and exercised their legal right to claim asylum. The UK has a legal duty under the 1951 United Nations Refugee Convention to hear the case of anyone who applies.

A refugee is a person whose asylum application has been heard and who has been given leave to remain in another country as a result of proving they would face persecution back home.

Religion or belief

Under the Equality Act 2006 "religion or belief" means any religion, or religious or philosophical belief. The courts or tribunals would consider a number of factors when deciding what a religion or religious or philosophical belief is, for example collective worship, a clear belief system, or a profound belief affecting the way of life or view of the world. The absence of a particular religion or belief is also protected under the Act.

Sexism

A prejudice based on a person's sex in which the other sex is seen as inferior. The term is also used to describe discriminatory behaviour on the grounds of sex.

Sexuality/Sexual orientation

People are protected from discrimination on the grounds of their actual or perceived sexuality, referred to as sexual orientation in the legislation. This means lesbians and gay men; heterosexual people and bisexual people are protected.

Social Model of Disability

The poverty, disadvantage and social exclusion experienced by many disabled people is not the inevitable result of their impairments or medical conditions, but rather stems from attitudinal and environmental barriers. (Duty to Promote Disability Equality: Statutory Code of Practice)

Specific duties

Steps that listed organisations such as RMBC have to take to assist them in meeting the general equality duties for disability, gender and race.

Stereotypes

Generalisations concerning the perceived characteristics of all members of a group. Often made in reference to gender or to racial, ethnic and religious groups or directed towards disabled people, and/or lesbian, gay, bisexual and/or transsexual people.

Transphobia

An irrational fear and dislike of individuals who identify as trans, which may result in judgemental, discriminatory or aggressive behaviour.

Trans

In this scheme **transsexual** is the term used to describe a person who intends to undergo, is undergoing or has undergone gender reassignment, which may or may not involve hormone therapy or surgery.

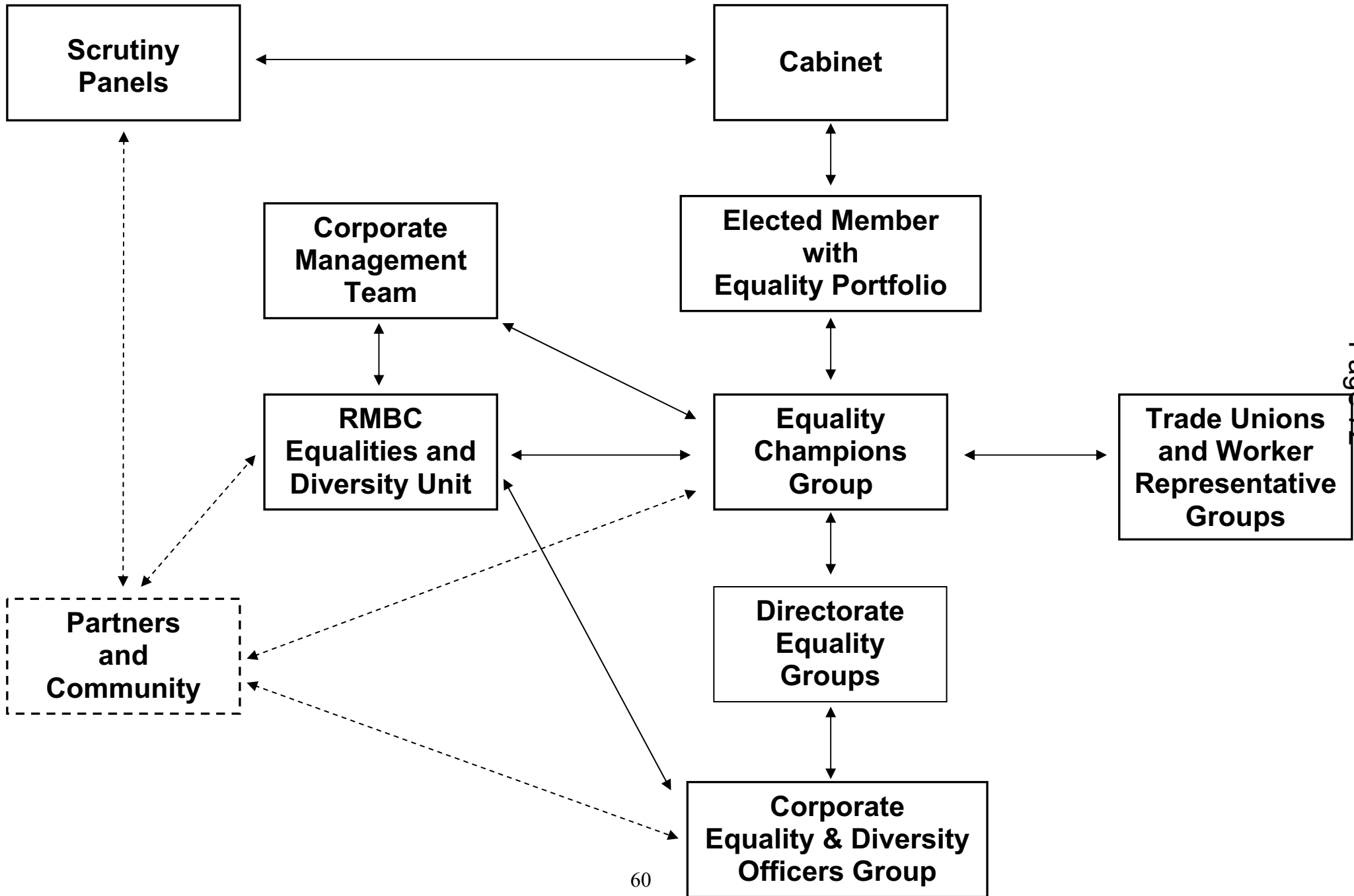
Transgender is a wider umbrella term used to include people from the trans community whose gender identity and/or gender expression differs from their birth sex. The term may include, but is not limited to, transsexual people and others who define as gender-variant. Many transgender people can identify as female to male (FtM) or male to female (MtF).

Victimisation

It is unlawful to victimise someone because they have made a complaint about discrimination or because they have supported another person in a complaint about discrimination, for example by being a witness or giving evidence.

Appendix 2

Council structure for work on equality and diversity



Appendix 3 Performance against Best Value Performance Indicators 2007-08

Indicator number and description	Targets for 2007/2008	Current performance
BV2a Level reached of the Equality Standard for Local Government	Level 5	Working towards the highest level, level 5, by December 2008
BV2b Duty to promote Race Equality	100% compliance	84% compliance was achieved by March 2008, placing RMBC in the top performing quartile of all councils
BV11a % of the top 5% of earners who are women	45%	Achieved 44.3% at March 2008 (increased from 41.78% at March 2007)
BV11b % of the top 5% of earners from Black and minority ethnic communities	2.8%	Achieved 2% at March 2008 (increased from 1.27% at March 2007)
BV11c % of the top 5% of earners who are disabled	3.5%	Achieved 4.4% at March 2008 (increased from 2.99% at March 2007)
BV16a % of local authority employees meeting DDA definition of disability	3.5%	Achieved 3.4% at March 2008 (increased from 3.2% at March 2007)
BV17a % of local authority employees from minority ethnic communities	2.9%	Achieved 3% at March 2008 (increased from 2.8% at March 2007)
BV74 Satisfaction of council tenants with the overall service provided by their landlord, broken down by ethnicity	Survey every 3 years - aimed for 85% satisfaction for all tenants in 2006/07	Achieved 74% overall satisfaction at March 2007: 50% for Black minority ethnic tenants and 74% for non-ethnic minority tenants
BV75 Satisfaction of council tenants with opportunities to participate in management and decision making in housing services broken down by ethnicity	Survey every 3 years - aimed for 69% satisfaction for all tenants in 2006/07	Achieved 64% overall satisfaction at March 2007: 40% for Black minority ethnic tenants and 64% for non-ethnic minority tenants
BV156 % of authority buildings in which all public areas are accessible to disabled people	75%	Achieved 78.79% at March 2008 (increased from 72.3% at March 2007)
BV164 Whether the authority follows the CRE Code Of Practice in rented housing		Indicator deleted for 2007-8
BV165 % of pedestrian crossing facilities for disabled people	100%	100% at March 2008
BV174 Number of racial incidents recorded by the authority per 100,000 population	70	69.51 at March 2008 The Council is working to increase the confidence of people to report incidents
BV175 % of racial incidents that resulted in further action	100%	100% at March 2008
BV225 % of questions to which the authority can answer yes - actions against domestic violence	81.8%	Achieved 81.8% at March 2008 (estimated)

RMBC Equality Scheme Feedback Form

We welcome your thoughts and comments on our Equality Scheme 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 scheme.	
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 scheme	

All your comments will be used in strictest confidence for work related to this scheme and other work to promote equality for all people and communities in Rotherham.

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

Name: (please print)

Contact details:

.....

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

Equality and Diversity Unit
Chief Executive's Directorate, RMBC
FREEPOST NEA 5887
Rotherham S60 2BR

If you wish to discuss the Equality Scheme consultation or any other consultation issues please contact Dawn Price on 01709 822 783 or dawn.price@rotherham.gov.uk

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



Acknowledgements

We would like to thank all the people of Rotherham who have been involved in the development of our first Single Equality Scheme, either through your contribution to the existing plans and equality schemes that have been integrated within it, or through your involvement in developing the new sections.

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	Democratic Renewal Scrutiny Panel
2.	Date:	9th April, 2009
3.	Title:	Equality Standard Level 5
4.	Directorate:	Chief Executive's Directorate

5 Summary

This report informs Democratic Renewal Scrutiny Panel that the Council has achieved Level 5 of the Equality Standard for Local Government (ESLG) at 31st December 2008, and highlights areas for further action so that the Council can apply for assessment at Excellent Level under the New Equality Framework for Local Government (EFLG) which replaced the ESLG in March 2009.

6 Recommendations

Democratic Renewal Scrutiny Panel is asked to:-

- 1. Note the achievement of the Level 5 of the ESLG.**
- 2. Note the work programme agreed to consolidate this achievement and address the gaps to achieve Level Excellent under the new Equality Framework as set in section 7.4.**
- 3. Note that we will apply for Peer Assessment at Level Excellent under the new Framework as soon as the assessment guidance becomes available in May/June 2009.**

7 Proposals and Details

7.1 Introduction

Following corporate and directorate self-assessment against levels 1 – 5 of the ESLG and compilation of evidence portfolios the Council has achieved the overall requirements of Level 5 of the Standard.

The Level 5 criteria are summarised as follows:

At Level 5, the Standard requires that an authority can demonstrate it has made considerable progress in achieving equal employment and service provision.

This means that across the organisation, RMBC needs to evidence that targets are being met for race, gender, age and disability; and targets are set to be met in sexuality/LGBT, religion/belief and carers.

Achievements for these equality strands needs to be clearly set out in the Corporate Self-Assessment and also through the Directorates Self-Assessment section.

In order to demonstrate compliance with the above criteria please refer to Appendix 1 where a list of examples of outcome achieved by the Council are listed. This list is a sample of some examples as extracted from the corporate and Directorates' Portfolio of evidence being collated for the level 5 assessments.

See Appendix 1

Extracts from the Corporate and Directorates' Portfolio of Evidence for Level 5

7.2 Peer assessment

Recent changes to the Standard brought in by the IDeA have meant that we had to delay our formal declaration slightly under the old Standard to check that most of our evidence fits the Level Excellent criteria under the new Equality Framework. The final draft of the new Equality Framework is due to be released at the end of January 2009 and further details will be made available about the Peer Assessment process. The IDeA is currently training peers and finalising the application process. The Council will have up to 3 years to apply for formal external assessment but it would be our intention to apply in the first round, probably sometime after May/June 2009. Information posted on the IDeA ESLG communities of practice website indicates that peer assessments against the "Achieving level" (old ESLG Level 3) of the new Framework will start in May 2009 and against the "Excellent" level later this year. The Community Engagement & Cohesion Manager is attending a training day for Peer Assessors on 11th February 2009 when further details and guidance will be available.

7.3 Areas for Improvement

Whilst Directorates have made progress on the ESLG sufficient to evidence and demonstrate achievement at level 5, there is however, still a need to consolidate achievement and address the gaps in practice, as listed below, prior to application for peer assessment.

- **Portfolios of Evidence** – Directorates are currently finalising their Portfolios, and although evidence is strong further examples are needed across all services to show

equality of outcome and the difference made to our communities and employees, rather than improvements to processes and increased inputs.

- **Evidence of outcome on the additional strands** – the evidence submitted by Directorates has focused on the existing three equality strands of race, gender, and disability. However, evidence of outcomes on the additional strands of age, sexuality, religion/belief and carers needs to be also demonstrated. Additionally, evidence of addressing gender inequality needs to be strengthened by all directorates.
- **Equality Impact Assessments (EIAs)** – EIAs are being carried out by directorates but there is a need to strengthen the process to identify actions and outcomes arising from the EIAs. This is not happening across all EIAs and needs closer monitoring. In terms of new and changed policies greater vigilance is needed to ensure that those submitted to CMT for approval have been subject to an EIA with a summary included in the accompanying report and published on the council's website – the latter will be interrogated by the IDeA prior to assessment so the importance of publishing EIAs cannot be overstated.
- **Equality monitoring** – The Council's equality monitoring policy currently requires that Directorates monitor the impact of services in relation to race, gender, disability and age. Some services have already begun to extend their equality monitoring to cover sexuality, religion and belief and gender identity (gender reassignment). This needs to be rolled out further, in line with the Council's Equality Monitoring Policy and Guidance (revised January 2009).
- **Workforce Profile** – The Council does not currently have a comprehensive workforce profile broken down by all the 6 equality strands. This is a key requirement of the ESLG and priority needs to be given to improving the workforce profile and capturing monitoring data on sexuality and religion/belief albeit these are areas of sensitivity.
- **CYPS Portfolio** – this requires updating to include complete evidence for achievement against the level 5 criteria.

7.4 Work programme to address the gaps

To address the gaps identified in section 7.3 above Equalities Champions are requested to:

- Identify the equalities strands where evidence of outcome is lacking or not strong enough and report back to the next ECG meeting with a list of actions with deadlines for delivery of these outcomes.
- Involve more employees/managers in completing the Equality Standard self-assessment templates for each service area to raise awareness and understanding of building equality into service delivery.
- Identify their weak EIAs to strengthen the actions and deliver the outcomes.
- Ensure that EIAs are carried out during the development of all new policies, strategies and plans, and summary EIAs published.
- Strengthen their equalities objectives in their Directorate Service Plan and team plans by using and analysing of equality monitoring data.

- Establish methods of raising awareness of Lesbian, Gay, Bisexual and Transgender equality with employees.
- Directorates extend equality monitoring to include additional equality strands where appropriate – specifically sexuality, religion and belief and gender identity (gender reassignment).
- Strategic HR to address the Workforce Profile issues identified.
- CYPS to complete the evidence portfolio relating to Level 5 criteria and submit it to the Corporate Equalities & Diversity Unit by end March 2009.

8 Finance

The costs of the Peer Assessment are not known at this stage but an indicative guide would be £2-3k which will be met from existing budgets.

9 Risks and Uncertainties

Failure to progress some key areas of work and bridge the gaps listed above will mean RMBC may not be able to demonstrate compliance with the requirements of Level 5 of the Equality Standard for Local Government or apply for the Level Excellent under the new Equality Framework for Local Government.

10 Policy and Performance Agenda Implications

Delivering equality and diversity is a key strategic priority for the council and contributor to the delivery of improved outcomes for users, customers, and clients through directorate and corporate strategies and plans. Promoting equality, diversity, and community cohesion remains a key works stream in the performance management framework that is to replace the CPA, and a priority in the forthcoming Local Government Bill with its emphasis on understanding and responding to the needs of the local community.

11 Background Papers and Consultation

New Criteria and guidance on the New Equality Framework for Local Government (EFLG), July-December 2008, I&Dea/Centre for Local Policy Studies

Equality Standard for Local Government, Level 5 Action Plan, November 2007

New Criteria and guidance on mainstreaming religion and belief; lesbian, gay, bisexual and transgender; and age equality within the Equality Standard is set out in the Revised Equality Standard Guidance, 2006, I&DeA/Centre for Local Policy Studies.

Away sessions with Equalities Officers/Coordinators held on 24 April 2007, 5 June 2007, 10 September 2007, 3 October 2007 and 11 December 08

Contact Name:

- Zafar Saleem, Community Engagement & Cohesion Manager, Chief Executive's Department, RMBC. 01709 822757; zafar.saleem@rotherham.gov.uk
- Myriam Berrada, Equalities Officer, Chief Executive Department, RMBC 01709 822767; myriam.berrada@rotherham.gov.uk

Appendix 1 – Extracts from the Corporate and Directorates' Portfolio of Evidence for Level 5

Extracts from the Corporate Portfolio

Chief Executive Directorate

- Supporting LGBT – Lesbian, Gay, Bisexual and Transgender Rotherham community group to provide sustainable helpline which provides information, signposting and listening service for LGBT adults – outcome shown in numbers of take up.
- Implementing the multi-agency Rotherham Women's Strategy to improve equal opportunities for all women (examples available from the Strategy Action Plan and outcome).
- Successful partnership working to develop a multi-agency response to new migration to the Borough, including the development of a welcome pack of key information for new arrivals.
- Equality mapping of the Rotherham community to inform the Council strategies and priority objectives to address and meet the needs of the community.
- Promoting greater use of plain language and Easy Read in all Council documents to increase accessibility for all communities. See TLC guidance and Plain Language intranet site.
- The Annual Calendar of Celebrations for major faiths, belief and international events related to Human Rights, Women's day, Black History Month, LGBT History month and Holocaust Memorial Day.
- We are carrying out a phased programme of website improvements to increase access for speakers of other languages than English and for disabled people – including signposting in other languages, clearer layout, better colour contrasts and read speaker. British Sign Language videos are planned for the next phase.
- Refresh of Community Strategy – Findings helped shape Strategic Priorities and inform the process of negotiating the 2008-2011 LAA. Major changes: -
 - Positive activities for young people included in LAA following feedback from consultation exercise
 - The public realm has become a Strategic Priority
 - The need for local learning facilities has become more important
- Rotherham Women's Strategy consultation – Wide range of CCI methods have been used to consult women borough wide and ensure the strategy is inclusive of the diverse communities that live in Rotherham. The consultation findings have directly informed the Women's Strategy and Action Plan to ensure Directorates and Partners respond to the needs identified.
- Looked after Children (LAC) activities – Consultation was undertaken with all LAC and appropriate activities were identified by foster carers, carers and young people for looked after children aged)-18. In response to the consultation, a range of activities were

organised for the young people and a leaflet was produced which listed the activities available for them.

Strategic Human Resources

- Work carried out by Strategic HR to bridge the Equal Pay gap (essential criteria to achieve Level 5).
- A range of initiatives in RMBC and 2010 to recruit and promote women into non-traditional roles has led to an Association for Public Service Excellence (APSE) Best Employee and Equality Award.
- The Dignity at Work Policy, working closely with the Hate Crime strategy (Community Safety).
- Targets to improve the workforce diversity profiles across the Council.
- The Religious Observance Policy.
- The BME Management Programme.

Extracts from the Directorates' Portfolio

NAS - Neighbourhoods and Adult Services

- The 2005/08 Carers Strategy was successful in forging the following achievements for Rotherham carers:
 - Establishment of the Carers Information Centre providing carers with a central resource for information, support and advice; and
 - Launch of the Carers Emergency Scheme offering practical support and peace of mind if the carer were involved in an accident, crisis or emergency.
- In 2008 NAS have helped 374 more older people to live at home compared to the previous year.
- The innovative 'Active Always' programme for people over 50 includes activities such as ballroom dancing, yoga, swimming aerobics, Pilates and fitness classes. It helped 150 people get fitter, meet new friends and start a healthier lifestyle.
- The new supported living schemes were developed in 2007-8 providing 11 more places for people with a learning disability to be empowered to live at home.

EDS - Environment and Development Services

- Rotherham Play – A better understanding of the issues facing children and Young People in terms of barriers to play. This resulted in shaping the Rotherham Children and Young People Play Strategy and the subsequent funding proposal to the Big Lottery Fund for the Rotherham Play Programme.
- Streetpride Champions Project – the aim of the project was to encourage local communities to get involved and help Streetpride to improve their street scene. Among other outcome Streetpride Street Cleansing Service has been judged by the Association

of Public Service Excellence (APSE) on cost, quality, consistency and customer satisfaction and awarded Best Performer Street Cleansing Service in the UK. Streetpride was also the winner of the 2007 APSE award for 'Best Service Team' for highways, street lighting and winter maintenance. In March 2008, The Council received a Beacon Award for Better Public Places' one of only 5 in the country to receive this award.

- RIDO Gateway Project - the most recent example has been at the Parkgate/Rawmarsh HMRA Steering Group, where the Group (including several community representatives) has had a key role in designing Gateway features including a new 'welcome to Rawmarsh' sign, a new landscape planting area and a sign for Rosehill Park.
- Work is continuing to increase access to public rights of way, for example the year round 1Km circuit 'Access for All' at Harthill Reservoir.
- Access for the Disabled Bike Ability – the aim of this project was to offer cycling to all overcoming barriers of disability, age and ability. The intended outcome was to increase use of the centre by disabled groups. This has been achieved by the introduction of the cycles which were funded with £15000 by NRF.
- BVPI 156 – Buildings Accessible to People with a Disability.

Children and Young People Services: Community Learning and Wellbeing

- Alleviating barriers to access community learning provisions – the objective is to increase participation and uptake of learning service on offer by women and vulnerable adults to be empowered to engage on an equal basis along with other groups. The outcome was an increase in the uptake of learning opportunity by BME women (10%) and lone mothers/carers (12%). Rotherham ACL has exceeded their targets on all equality and diversity impact measures set by the LSC both nationally and regionally for 07/08.
- Support for and Engagement of Fathers and Father figures in Children Centres – the work carried out in this project has delivered outstanding outcomes. Among others, 3632 male carers are now registered with a children's centre in Rotherham – this represents 29% of all registered carers.

CYPS – Children and Young People Services

- Rawmarsh Children's Centre is employing a 'Dad's Engagement Worker' to work in the Rawmarsh and Parkgate area to raise the profile of fathers and to help coordinate services specifically for men, including raising awareness of men's health issues and assistance in accessing training and routes to employment.

For further detail on the aims, objectives and outcomes of the above projects please consult the Case Studies collated in the Corporate and Directorates' Portfolio of Evidence for Level 5, available with the Directorates Equalities Officers and the Equalities and Diversity Unit.

DEMOCRATIC RENEWAL SCRUTINY PANEL
Thursday, 26th February, 2009

Present:- Councillor Austen (in the Chair); Councillors J. Hamilton, Littleboy and Parker.

Apologies for absence were received from Councillors Dodson, Johnston, Mannion, Pickering and Tweed.

Also in attendance:- Also in attendance:- Joanna Jones and Taiba Yasseen (Community Representatives).

155. DECLARATIONS OF INTEREST

There were no Declarations of Interest to report.

156. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

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

157. PROUD THEME LOCAL AREA AGREEMENT (LAA) INDICATORS

Consideration was given to a report presented by Michael Clark, Proud Theme Manager, and supported by Brian Chapple, Chair of Local Strategic Partnership and Janet Wheatley, Chief Executive of Voluntary Action Rotherham and Chair of the Proud Board.

The report included background information regarding Rotherham's LAA and the Proud Theme indicators in order to provide context to the updates from lead officers for three of Rotherham's Local Area Agreement indicators, which fell within the Proud Theme of the agreement, which were:-

- The percentage of people who feel that people of different backgrounds get on well together in their local area.
- The percentage of people who feel they can influence decisions in their locality.
- Environment for a thriving third sector.

Zafar Saleem, Community Engagement Cohesion Manager (Indicator 1), Michelle Musgrave, Director of Housing and Neighbourhood Services (Indicator 4) and Matt Gladstone, Assistant Chief Executive (Indicator 7), provided the context for each indicator, the actions that were planned to improve performance, an assessment of prospects and details regarding the baseline and targets for these perception based indicators.

A discussion and answer session ensued and the following issues were raised and subsequently clarified:-

Indicator 1:-

- Strategies and plans contributing to the Prevent Strategy (PVE).
- Involvement of local schools and statutory obligation for inclusion.
- Community cohesion interaction and engagement and the projects currently operating.
- Involvement of Parish Councils.

Indicator 4:-

- Communication and feedback to local residents.
- Missed opportunities with Parish Councils as a partner.
- Inclusion of a Parish Council representative on the Proud Board.

Indicator 7:-

- Target setting for the 2008/09 period.
- Fine balance on making the indicator work.
- Potential for increasing performance and measurement for Indicator 7.

Resolved:- (1) That the current position regarding the three LAA Proud Theme indicators be noted.

(2) That the proposed targets for LAA Proud Theme indicators where available be supported.

(3) That an update be provided on the indicator progress in due course.

158. FINANCIAL INCLUSION ACTION PLAN

Consideration was given to a report and presentation by Jane Woodford, Financial Inclusion Manager from Voluntary Action Rotherham, which updated the Scrutiny Panel on the work of the Financial Inclusion Strategy Team in particular in respect of the impact and response to the credit crunch and the Financial Inclusion Action Plan.

The action plan updated in December, 2008 was agreed in principle by the Financial Inclusion Strategy Team which oversaw the work of the Financial Inclusion Team. Consultation on the action plan continued with partners and was being constantly reviewed in the light of local, regional and national developments, most notably the impact of the credit crunch on the people of Rotherham. It was important to note that the credit crunch, in particular the devastating disproportionate impact of job losses in Rotherham, would present significant challenges to the objective to improve the quantity and quality of employment opportunities in the future. However, the severity of the credit crunch meant that the financial inclusion work was even more vital to the health and wellbeing of Rotherham's residents than previously and that directing resources to those most in need was a critical step in being prepared for the eventual upturn in the wider economy.

The presentation on the Financial Inclusion Action Plan drew specific attention to:-

- Outputs (2008 – 2011).
- Principles.
- Co-ordination, Development and Growing of Financial Inclusion Services.
- Development, improvement and extension of partnerships.
- Development and promotion of the financial inclusion agenda.

A discussion and a question and answer session ensued and the following issues were raised and subsequently clarified:-

- Promotion and profile raising of the work of Credit Unions in Rotherham with Elected Members.
- Ethnicity of people seeking advice and how this was determined.
- Size of the credit crunch problem in Rotherham.
- Quarterly performance monitoring.
- Joint working and learning engagement sessions with the network organisations.

Resolved:- (1) That Jane Woodford be thanked for her informative report and presentation.

(2) That the contents of the Financial Inclusion Action Plan be noted.

(3) That the activities of the Financial Inclusion Team be supported and promoted, particularly through developing partnerships for: the effective promotion of affordable credit through credit unions, identifying additional resources to implement the financial capability programme and increasing access to face to face advice.

(4) That the sub-regional activity through partnership with the Champions Project be endorsed.

(5) That the profile of Credit Unions in Rotherham be raised with Elected Members.

(6) That the Scrutiny Panel receive a further update of the Financial Inclusion Project in approximately six months time.

159. LOCAL GOVERNMENT REFORM – IMPLEMENTATION PLAN

Consideration was given to a report presented by Tim Mumford, Assistant Chief Executive – Legal and Democratic Services, which detailed that in taking forward the Local Government Reform and Modernisation Agenda, the Council had compiled an implementation plan of key workstreams, requiring actions either by the Government or the Council. A number of the workstreams related to the work of this Scrutiny Panel.

This report provided an update and opportunity to comment on the relevant workstreams within the implementation plan, specifically relating to:-

- 2.4 Giving local people more say in running local services, 2.4 (a) to (e);
- 2.5 Providing better and more timely information on local services, 2.5 (a) to (e);
- 2.9 Listening and acting on local concerns, 2.9(a);
- 2.11 Empowering citizens and communities;
- 2.12 Community ownership or management of assets, 12(a) to (g);
- 2.14 Local charters for neighbourhoods;
- 2.15 Improving capacity of Parish Councils; and
- 2.16 Support for community groups to take control, 2.16 (a) to (b).

The report gave an overview and more detail on each workstream.

The Panel noted the contents of the report, but in doing so noted that the most immediate issues for the Council were the duty to involve local people in the democratic process, participatory budgeting and the steady progress on moving forward. Problems would be encountered if the public perceived the Council not to be delivering on what they had initially said.

It was suggested that more detailed information be provided on the relevant workstreams. An update had already been requested on participatory budgeting, which needed to be embedded by 2012.

With regards to 2.12c (Community Safety Participatory Budgeting Pilots) there was no reference to the South Yorkshire Police Budgeting Pilots.

In addition, at 2.14 Neighbourhood Charters had been completed in Rotherham, but their effectiveness was yet to be tested.

Workstream 2.15 (Improving Capacity of Parish Councils) related to, but was wider than, the Boundary Review being undertaken and this Workstream needed to recognise the work already undertaken and link into the Working Group.

To assist the Panel's understanding and in addressing the concerns raised, it was suggested that a further report be submitted to monitor the effectiveness of what was being delivered.

As well as detailed reports from Workstream Owners, it was suggested that at the next themed meeting of this Panel, a report be submitted on 2.4 (Giving Local People More Say in Running Local Services) linking into the Participatory Budgeting issue.

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

(2) That further detailed reports be requested from "Workstream Owners" where this would add value to the work of the Panel.

160. MINUTES OF THE MEETING OF THE DEMOCRATIC RENEWAL SCRUTINY PANEL HELD ON 15TH JANUARY, 2009

Resolved:- That the minutes of the meeting of the Democratic Renewal Scrutiny Panel held on 15th January, 2009 be approved as a correct record for signature by the Chairman.

161. MINUTES OF A MEETING OF THE CABINET MEMBER FOR COMMUNITIES AND INVOLVEMENT HELD ON 11TH FEBRUARY, 2009

Consideration was given to the minutes of the meeting of the Cabinet Member for Communities and Involvement held on 11th February, 2009.

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

162. MINUTES OF THE MEETING OF THE PERFORMANCE AND SCRUTINY OVERVIEW COMMITTEE HELD ON 21ST NOVEMBER, 5TH DECEMBER, 19TH DECEMBER, 2008 AND 16TH JANUARY, 2009

Consideration was given to the minutes of the meetings of the Performance and Scrutiny Overview Committee held on 21st November, 5th and 19th December, 2008 and 16th January, 2009.

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

163. MINUTES OF A MEETING OF THE NEW ARRIVALS WORKING PARTY HELD ON 28TH JANUARY, 2009

Consideration was given to the minutes of the meeting of the New Arrivals Working Party held on 28th February, 2009.

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

164. MINUTES OF A MEETING OF THE MEMBERS' TRAINING AND DEVELOPMENT PANEL HELD ON 22ND JANUARY, 2009

Consideration was given to the minutes of the meeting of the Members' Training and Development Panel held on 22nd January, 2009.

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

COMMUNITIES AND INVOLVEMENT
20th February, 2009

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

68. DECLARATIONS OF INTEREST

There were no Declarations of Interest to report.

69. MINUTES OF THE PREVIOUS MEETING HELD ON 9TH FEBRUARY, 2009

Resolved:- That the minutes of the meeting of the Cabinet Member for Communities and Involvement held on 9th February, 2009 be approved as a correct record for signature by the Chairman.

70. GROW

A. GROW

The Chairman welcomed to the meeting Sue Barratt, Joanna Jones and Catalin Nixon from GROW who gave a presentation on the organisation for the financial year 2008/09.

The presentation covered:-

- Our Vision:- Women making informed choices.
- Our Mission:- To provide a unique holistic service that enables Rotherham women and their families to make informed choices.
- History.
- How GROW delivers its work within the five Rotherham Community Strategy themes:-

Achieving
Learning
Alive
Safe
Proud

GROW's Commitment:- To maintaining our involvement in a number of strategic and operational groups to:-

- Tackle and further reduce inequalities by being involved in equalities and cohesion

objectives.

- Be involved in the development of volunteering opportunities.
- Be able to influence service improvement, development, delivery and improvement and decision making.

- Key Achievements 1st April, 2008 to 31st March, 2009.
- Statistics:- Outputs and breakdown of beneficiaries.
- 3 Year Income and Expenditure Position.
- Future Direction/Vision.

Discussion and a question and answer session ensued and the following issues were covered:-

- Staffing resources.
- On costs.
- Restructuring proposals.
- Management committee.
- Working with other organisations.
- Funding.

Resolved:- That Sue, Joanna and Catalin be thanked for their interesting and informative presentation.

B – ROTHERHAM WOMEN'S NETWORK

Joanna introduced briefly a presentation on the Rotherham Women's Network which covered:-

- Aim of the project.
- Achievements.
- Community involvement.
- Impact Triangle:-
 - Vision.
 - Aims.
 - Objectives.
 - Impact.
 - Outcomes.
 - Outputs.

Resolved:- That the presentation be noted and re-presented to a future meeting.

71. ROTHERHAM DIVERSITY FORUM

The Chairman welcomed to the meeting Messrs. M. A. Abbasi and M. T. Shahid from the Rotherham Diversity Forum who gave a presentation on the Rotherham Diversity Forum Immigration and Nationality Project.

The presentation covered:-

- Aim of the Project.
- History.
- Project Achievements.
- Statistics of the Service for the years 2005/06, 2006/07 and 2008/08 covering:-
 - Nationality applications.
 - Passport applications.
 - Immigration advice and indefinite stay applications.
 - Totals for the year.
- Project Funding.
- Future Direction.

Discussion and a question and answer session ensued and the following issues were covered:-

- New Home Office regulations.
- Success rate of the service.
- Reasons for applications being turned down.
- Methods of informing service users, particularly hard to reach groups.
- Effectiveness in contacting hard to reach groups.
- Working in partnership with other organisations.
- Training facilities/opportunities.
- Special identity card applications.
- Need for funding to plan ahead.

- Provision of a unique and special service.
- Breakdown of service users.
- Translation arrangements/facilities.
- Project staffing resources.
- Commissioning process.
- Need for additional resources to enhance outreach work.

Resolved:- That Messrs. Abbasi and Shahid be thanked for their interesting and informative presentation.

CABINET MEMBER FOR COMMUNITIES AND INVOLVEMENT
Friday, 13th March, 2009

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

72. DECLARATIONS OF INTEREST

There were no Declarations of Interest to report.

73. MINUTES OF THE PREVIOUS MEETING HELD ON 20TH FEBRUARY, 2009

Resolved:- That the minutes of the meeting of the Cabinet Member for Communities and Involvement held on 20th February, 2009 be approved as a correct record for signature by the Chairman.

74. ROTHERHAM WOMEN'S NETWORK

The Chairman welcomed to the meeting Sue Barratt, Joanna Jones and Catalin Nixon from GROW who gave a presentation on the Rotherham Women's Network.

The presentation drew specific attention to:-

- The Aim of the Project.
- Achievements.
- Community involvement and activities where women were volunteering/ participating.
- Impact Triangle.

A discussion and a question and answer session ensued and the following issues were raised and subsequently clarified:-

- Raising confidence of women to become involved locally.
- Cross section of Rotherham's women linking in with their communities.
- Opportunities and good practice of involvement.
- Key networking.
- Women as key players in taking forward the priorities of the Council.
- Funding regime, long term planning and future prospects.
- Project proposals and sponsorship.
- Responsibility to be involved in consultation and benefits to Rotherham.
- Aims of the project and their achievements.
- Next Steps.

Resolved:- (1) That Sue, Joanna and Catalin be thanked for their interesting and informative presentation.

(2) That discussion take place and a meeting be arranged to consider the future and potential funding options for the Rotherham's Women's Network.

75. COMMUNITY LEADERSHIP FUND - MEMBERS' FLEXIBILITY TO CARRY FORWARD UNDER-SPEND

Consideration was given to a report presented by Paul Griffiths, Community Liaison Officer, which detailed how the Community Leadership Fund budget for 2008/09 was likely to be underspent. In previous years, following a recommendation from the Democratic Renewal Scrutiny Panel, the Fund had remained as flexible as possible by allowing individual Members to carry forward underspends up to a maximum of £1,000 for each Member.

The report drew further attention to the Community Leadership Fund - Expenditure 2007/08, the current expenditure and the basis of the Members' Seminar.

It was noted that the current allocation of £63,000 per annum for the Community Leadership Fund had been secured until the end of the financial year 2010 and that the Community Leadership Fund supported grass roots local organisations and the leadership role of the Ward Member.

If the carry over was not approved a significant amount of money would be lost to local communities and organisations who relied on this support and would have a detrimental effect on local community life.

On a wider note consideration would need to be given to the future of the fund, its place in supporting the leadership role of Elected Members and the impact it had on local community activity following March, 2010. A fuller report regarding this would be made to the Democratic Renewal Scrutiny Panel during May, 2009.

Discussion ensued on the support and assistance for Members in submitting and spending their allocations and whether the request for carrying forward underspends was justified.

Resolved:- That Members' carry forward their Community Leadership Fund underspend from the financial year 2008/09 to 2009/10 with a maximum carry forward of one year's fund allocation (£1,000).

76. HATE INCIDENT POLICY

Consideration was given to a report presented by Gail Wilcock, Community Cohesion Officer, which presented the new Hate Incident Policy for information

This report outlined the new Hate Incident Policy which was to be used across the Council. It was an amended version of the current Racial Incident Policy and procedure which had been in use for a number of years.

The background into the need for this policy change was outlined and stemmed from Government guidelines regarding tension monitoring and community cohesion and Home Office support for responding specifically to all Hate Crime (Incidents).

Research amongst staff and victims who were affected by the Racial Incident Policy and procedure suggested that the racial incident policy was, when adhered to, both effective and productive and that amendments made to it in order to ensure it related to all Hate incidents (that was those that were experienced in terms of race, religion, disability, sexuality, age, gender and gender identity) as per the definition of a Hate Incident as defined by the Association of Chief Police Officers.

This policy would firmly embed practice relating to the new Community Cohesion Service across all Directorates who would be affected by and contribute to this service. It would clearly set out the Council's responsibilities and would evidence to victims the commitment to responding appropriately to such incidents and contribute to the achievement of Level 5 of the Equality Standard for Local Government.

The Community Cohesion Officer and Administrative Officer were currently funded by the Safer, Stronger Communities Fund (SSCF) until 31st March, 2009. A Further bid either to the SSCF or other sources would be made to fund the work for a further year to 31st March, 2010, but in order to ensure security for this function consideration for mainstream funding should be made for future years.

Issues relating to funding were identified relating to training. It was hoped that training for staff could be met via existing organisational budgets for statutory organisations. It was also envisaged that partner organisations would share resources.

Discussion ensued on the procedure for recording hate incidents and the reporting lines from the Directorates including 2010 Rotherham Ltd. and the training required for key staff.

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

(2) That an all Members' seminar take place on the reporting of hate crime.

77. FORWARD PLAN/WORK PROGRAMME FOR COMMUNITIES AND INVOLVEMENT

It was suggested that reports be submitted to the next meetings of the

Cabinet Member for Communities and Involvement in relation to the CCI Framework and Annual Plan, New Lives Policy and the Women's Strategy.

Additional agenda items were also requested for these to be incorporated into the Work Programme.

Resolved:- That reports be submitted in due course for inclusion on the relevant agendas.

78. DATE AND TIME OF NEXT MEETING - MONDAY, 6TH APRIL, 2009 AT 11.30 A.M.

Resolved:- That the next meeting of the Cabinet Member of Communities and Involvement take place on Monday, 6th April, 2009 at 11.30 a.m.

(THE CHAIRMAN AUTHORISED CONSIDERATION OF THE FOLLOWING ITEM IN ORDER TO PROCESS THE FUND ALLOCATIONS REFERRED TO)

79. EXCLUSION OF THE PRESS AND PUBLIC

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

80. 2009/2011 INFRASTRUCTURE AND CORPORATE INITIATIVES FUND (ICIB) - GRANT AID FOR INFRASTRUCTURE BODIES

Consideration was given to a report presented by Zafar Saleem, Community Engagement and Cohesion Manager, which sought approval to enter into grant aid contracts with a number of infrastructure and anchor organisations as part of the Council's commitment to voluntary and community sector development and meeting the associated Local Area Agreement targets.

Discussion ensued on the beneficiaries of this two year grant funding and the need for effective performance management of the service level agreements during this period.

Resolved:- (1) That Infrastructure and Corporate Initiatives Fund grant aid to the listed voluntary and community sector organisations, as set out in the report for a two year period, be approved for 2009/2010 and 2010/2011, subject to satisfactory monitoring and evaluation based on the Service Level Agreements.

(2) That the projects present their outcomes and achievements to meetings of the Cabinet Member as part of the performance management and monitoring arrangements.

**MEMBERS' TRAINING AND DEVELOPMENT PANEL
THURSDAY, 26TH FEBRUARY, 2009**

Present:- Councillor Gosling (in the Chair); Councillors Austen, Barron, McNeely, Whelbourn and Wootton.

Apologies for Absence were received from Councillors Cutts, Dodson, Hodgkiss, Hughes, Littleboy, Pickering, Sangster, Sharman, Turner, Whysall and Mrs. C. Cockayne (Parish Council representative)

31. MINUTES OF THE PREVIOUS MEETING HELD ON 21ST JANUARY, 2009

The minutes of the previous meetings, held on 21st January, 2009, were agreed as a correct record.

With regard to Minute No. 23 (E-Casework) two sessions had been arranged and despite a few initial teething problems the set up would commence shortly. Back office support would be provided via Richard Copley and Bronwen Moss.

It was noted that Councillor Hughes had expressed an interest due to some involvement with Lambeth Council, but was unable to commit fully to the arranged sessions. It was agreed that he would drop in when it was convenient.

With regard to the Update on the SYIP referred to at Minute No. 23, the Head of Scrutiny and Member Support confirmed that the bid submitted to the Local Government Yorkshire and Humber had been unsuccessful.

Minute No. 24 (Draft Work Programme) also indicated that the Democratic Renewal Scrutiny Panel would lead on the evaluation of the further implementation of Mod.Gov. However, the Cabinet chose the Members' Training and Development Panel to oversee Mod.Gov's future roll out, which would commence following further training for Democratic Services.

The Head of Scrutiny and Member Support also confirmed that the training pack, once complete, was to be circulated and included for Parish Councils.

Further to Minute No. 27 (Employee Suggestion Scheme) the suggestion previously referred to was to be resubmitted to this Panel for their views to be sought regarding the content.

32. ELECTED MEMBERS - FUTURE WORKING ARRANGEMENTS

Councillor Austen reported that the refurbishment of the Town Hall had been discussed by Our Future Group 5. This item was subsequently referred to the Members' Training and Development Panel to consider

any future consultation arrangements with Members..

This Panel previously recommended that a Working Group be established primarily as a result of the Scrutiny Review of the Community Leadership Role. It was suggested that the lead officers dealing with the refurbishment of the Town Hall arrange a meeting with Members of the Working Group or that an information sharing session be arranged to update all Members on the progress and plans for future working arrangements.

33. SKILLS FOR LIFE

Jenny Pearman and Susan Fitzgerald were welcomed to the meeting to give a presentation on the progress on the Skills for Life Government Initiative and how Members could get involved.

The presentation drew specific attention to:-

- English and Maths Skills used in Everyday Life.
- Skills for Life underpinning the Skills Pledge, GO Local Government Award and Investors in People.
- Skills for Life and National Qualifications.
- Skills for Life- Good Basic Facts.
- Current Level 2.
- Local Authority Context and in Rotherham.
- The Pledge Commitments and Skills for Life.
- The Business Case for a Council – Example.
- The Positive Approach.
- Range of Employees who would benefit.
- Whole Organisation Approach.
- Get on a Work Approach – Promotion.
- Numeracy Learner Route.
- Level Tests and Samples.
- National Qualifications.
- How Elected Members could support Council Developments in Skills for Life.

A discussion and a question and answer session ensued and the following issues were raised and subsequently clarified:-

- Statistic collation.
- How to lead this initiative forward and embed the message strategically.
- Results of the initiative were confidential.
- Learning opportunities for Members.
- Awareness raising sessions to highlight the message to all Members.
- Personal satisfaction and advantages to the training.
- Support for workforce development.

Agreed:- That Jenny Pearman and Susan Fitzgerald be thanked for their very informative presentation and that awareness raising with Members continue.

34. IT DEVELOPMENT

The Chairman welcomed Jean Tracey, H.R. Officer, to the meeting to give an update on I.T. training and support available to Members either at Millside or by appointment at the Town Hall.

An intranet demonstration took place on how to access and view some of the I.T. training qualifications available and the opportunities that Members could access.

Some Members had taken up the invitation to pursue training on Outlook on a one to one basis and given the opportunity to feedback their experiences as to whether they found it worthwhile.

Some training needs had been identified as part of the Personal Development Plan interviews with Members and these would be followed up and sessions arranged for those who had expressed an interest.

Any Member wishing to take up the offer of support should either contact the Head of Scrutiny and Member Support or Jean Tracey direct by email or telephone (33) 6767.

35. FINANCE - MEMBER DEVELOPMENT/SYIP UPDATE

Consideration was given to a verbal report by Charlie Longley, Finance Officer, who confirmed the current state of play with regards to the Members' Training Budget.

With one month still left from this financial year the actual spend was £26,800 out of a budget of £31,800.

The underspend would help to assist with the pressures on Member Support.

The Member Training Programme had also received assistance from the South Yorkshire Improvement Programme for the last two years giving an extra £25,000 to Members. However, this Programme had now ceased and a full evaluation would be submitted to the next meeting of this Panel.

Agreed:- That the information be noted.

36. IDEA – LOCAL LEADERSHIP - LOCALLY PROVIDED COUNCILLOR DEVELOPMENT

Consideration was given to a report presented by the Head of Scrutiny and Member Support which detailed a number of materials and services

from the IdeA. These materials and services could be used for delivery of member development programmes and were flexible enough to sit within some existing programmes.

From the materials and services available a request was made for the Councillor Workbooks, which were a series of distance learning materials for the local councillor.

Agreed:- That Councillor Workbooks be downloaded and provided for those Members that requested them.

37. WORK PROGRAMME DEVELOPMENT DAYS

The Head of Scrutiny and Member Support referred to the possibility of securing some emergency planning training via Alistair Sinclair for either weeks commencing 23rd March or 6th April.

In addition, Councillor S. Wright, Cabinet Member for Children and Young People's Services, had also requested some support to develop Member Safeguarding Champions. Further information would be sought on the role and responsibilities for these Champions and how their training needs could be supported.

It was noted that a report had also been submitted to Our Future Group 1 on the roles of Champions, their appointments and how they had been chosen.

38. DATE AND TIME OF NEXT MEETING - 26TH MARCH, 2009 AT 2.00 P.M.

Agreed:- That the next meeting of the Panel take place on the Thursday, 26th March, 2009 at 2.00 p.m., but the subsequent meeting in April be altered, subject to agreement by the Chairman.