

Initial Equality Screening Assessment

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

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

Completed at the earliest opportunity it will help to determine:

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

Directorate: R&E	Service area: Planning, Regeneration and Transport
Lead person: Simeon Leach	Contact number: 01709 (8)23828

1. Title:

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The Strategy is an RTP document which links to the existing Rotherham Economic Growth Plan, to provide a framework for delivery of employment and skills activity over the next 5 years. This is essential to provide a suitably enterprising and skilled local workforce to drive forward the sustainable long-term growth of the Rotherham economy and allow it to compete in an increasingly global economy.

3. Relevance to equality and diversity

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

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

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

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		X
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		X

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

The support for apprenticeships which the Strategy supports, might have an impact on how the Council uses the apprenticeship levy and how it supports apprenticeships in the future.

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

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

4. Considering the impact on equality and diversity

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

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

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

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

(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

- SHU undertook consultation with a range of partners from public, private and vol/comm sectors to provide information for the Plan.
- The RTP Board discussed the Plan at its meeting on 16/01/19 and approved it on 17/04/19.
- It has been taken to SLT, CYPS DLT, SLT/Cabinet and Improving Places Select Commission (20.12.18) for discussion/input
- Meeting with RNN (01.02.19) to discuss Adult Community Learning and how the Plan can assist in taking it into the more deprived communities, specifically Roma, who are proving very hard to engage.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The Employment & Skills Plan will help to remove barriers to employment for Rotherham residents, as well as providing Rotherham businesses with a suitably skilled and qualified workforce to allow them to invest and grow.

- Race/ethnicity (BME and non-BME communities including Refugees and Asylum Seekers, Gypsies and Travellers etc.) – a focus on including the Roma community in the Adult Community Learning provision provided by RNN
- Sex (male, female)
- Disability (using the Social Model of Disability – see Glossary) – Embedding support such as the Working Win project within the employment and skills support offer available to local residents
- Age - The Strategy considers the needs of both older and young people, for example

the 6% of 16-24 year olds in Rotherham are long-term sick or disabled, compared to only 2% nationally.

SHU have provided a wide range of information/data on inequalities within the Rotherham employment market this includes:-

Links between ill health and economic inactivity

- 70% of JSA claimants aged 50+ have a long term health problem

Links between low/no qualifications and economic inactivity

- 1 in 5 benefit claimants have no qualifications, compared to 1 in 20 of those in employment

High local economic inactivity for certain groups

- 6% of 16-24 year olds are long-term sick or disabled, 3 times the national average.
- A higher proportion of Rotherham 50-64 year olds are economically inactive than nationally; 31% compared to 27%.
- The rate of labour market participation amongst women (70%) lower than the national average (73%) and the region (72%).
- 20% of whites aged 16-64 are economically inactive compared to 39% of working age residents of Pakistani or Bangladeshi origin.

Language skills can have a major effect on gaining/retaining employment

- 36% of ESOL JSA claimants find that language difficulties cause problems in finding and/or keeping a job

• **Actions**

(think about how you will promote positive impact and remove/reduce negative impact)

The Rotherham Employment and Skills Plan has two main priorities

- Effective partnership working between businesses, education providers and other key partners to provide a skills system that supports long-term sustainable economic growth and builds aspiration in the Rotherham workforce
- All local people can access employment that is stable and decently paid, with opportunities to gain skills and progress, enabling them to plan confidently for the future

These priorities are underpinned by a range of themes covering the identified issues and needs regarding employment and skills in Rotherham. This then leads into an Action Plan, which set out the actions needs and the organisation/individual responsible for them, in order to tackle these issues and improve the employability chances of Rotherham residents.

A full set of statistics and targets are being prepared, which will be monitoring on a regular basis by the Employment and Skills sub-group of the Business Growth Board. A

major focus of this monitoring will be on those hardest to reach groups, with stretching targets to engage them fully in accessing training and/or employment

The Strategy will look in depth at the issue of carers in employment and how we can work with their caring duties and the benefits they receive for these.

By increasing the economic activity rates and engagement with employment /training for the most hard to reach groups and residents of the most deprived areas, this will improve their economic outlook and contribute to community cohesion.

Race – There is a major deficit in the employment in the employment rates for the Pakistani and Bangladeshi communities , compared to the rest of the borough. This is true for both males and females, although economic inactivity rate for women is exceptionally high at 66%

Gender - Men living in the most deprived areas of the borough, will live on average 11 years less than those in the least deprived. Provide the opportunity for long-term quality employment will play a major in tackling this problem.

Younger people – The Strategy will help ensure that young people are aware of the full range of career options available to them and are supported to help chose the one most suitable to them, be this higher education, apprenticeships or even self-employment.

Date to scope and plan your Equality Analysis:	On-going
Date to complete your Equality Analysis:	30 th September 2019
Lead person for your Equality Analysis (Include name and job title):	Simeon Leach

5. Governance, ownership and approval

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

Name	Job title	Date
Tim O’Connell	Head of RiDO	15 th May 2019

6. Publishing

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

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document

should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet report – 10 th June 2019
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	