

Appendix 2

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

<p>Under the Equality Act 2010 Protected characteristics are Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Page 6 of guidance. Other areas to note see guidance appendix 1.</p>	
<p>Name of policy, service or function. If a policy, list any associated policies:</p>	<p>Rotherham Employment And Skills Strategy</p>
<p>Name of service and Directorate</p>	<p>RiDO, Regeneration and Environment</p>
<p>Lead manager</p>	<p>Simeon Leach – Economic Strategy and Partnerships Manager</p>
<p>Date of Equality Analysis (EA)</p>	<p>5th February 2019</p>
<p>Names of those involved in the EA (Should include at least two other people)</p>	<p>Simeon Leach, Economic Strategy & Partnerships Manager Jenny Lawless, Senior Economic Initiatives Officer Tim O’Connell, Head of RiDO Zaidah Ahmed, Corporate Equalities and Diversity Officer</p>
<p>Aim/Scope (who the Policy /Service affects and intended outcomes if known) See page 7 of guidance step 1</p> <p>The Rotherham Employment and Skills Strategy has four strategic outcomes</p> <ul style="list-style-type: none"> • Motivated young people have opportunities to access the guidance, learning and development they need to further their chosen career path. • Employment provides opportunities for in-work health, well-being, skills progression and a decent level of pay • Those excluded from the labour market are able to overcome barriers to training and employment • Businesses are actively engaged in delivering training opportunities and recognise the benefits of investing in their workforce. <p>These outcomes will feed into an Action Plan, which set out the actions needed and the organisation/individual responsible for them, in order to tackle these issues and improve the employability chances of Rotherham residents.</p>	
<p>What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? See page 7 of guidance step 2</p> <p>SHU have provided a wide range of information/data on inequalities within the Rotherham</p>	

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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. The gap for females is even larger at 29% against 62%.
- Of economically inactive women aged 16-64, 41% are looking after family/home and 23% are long-term sick/disabled.

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

Engagement undertaken with customers. (date and group(s) consulted and key findings) See page 7 of guidance step 3

- 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 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 hard to engage.

Engagement undertaken with staff about the implications on service users (date and group(s)consulted and key findings) See page 7 of guidance step 3

Discussions held with colleagues in CYPS – DLT on 14.02.19
Partnership and Policy Team have been heavily involved in the development of the Strategy and its impacts/linkages on hard to reach groups.
HR, Finance, Legal and Procurement were consulted on the various reports during the Strategy’s development, which will continue during its delivery and monitoring.

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The Analysis	
<p>How do you think the Policy/Service meets the needs of different communities and groups? The Plan identifies those groups and areas most affected by economic inactivity and barriers to employment. This is based on the work and data provided by SHU, which included interviews with a range of Rotherham partners and stakeholders</p> <p>Race – the plan will promote working in a variety communities, using existing links to maximise impact and identifying those gaps which require further support. For example, building on the Adult Community Learning delivery with BAME and identifying better ways to engage with the Roma community.</p> <p>Gender</p>	
<p>Analysis of the actual or likely effect of the Policy or Service: See page 8 of guidance step 4 and 5</p> <p>Does your Policy/Service present any problems or barriers to communities or Group? Identify by protected characteristics Does the Service/Policy provide any improvements/remove barriers? Identify by protected characteristics</p> <p>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.</p> <ul style="list-style-type: none"> • 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) – ensuring that the support is in place to allow women to remain in work or to return to work after having families. This will include providing the relevant skills and training, but also ensuring flexibility in the jobs, plus provision of support, such as affordable childcare • 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. • Younger people – Approximately 19% of households in the Sheffield City Region are workless, a figure that has remained constant in recent years, while dropping in other 	

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regions.

- 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.

What affect will the Policy/Service have on community relations? Identify by protected characteristics

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 – With the current high levels of employment, it is essential that support is given to those groups who wish to work, but face barriers to employment. Statistics seem to show this is true for women across a range of gen

Disability/illness – 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.

Carers – The Strategy will identify how carers can be helped to access employment, that fits with their caring duties and doesn't financially disbenefit them

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.

Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

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Website Key Findings Summary: To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

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Equality Analysis Action Plan - See page 9 of guidance step 6 and 7

Time Period 2019-22

Manager: Simeon Leach

Service Area: Planning, Regeneration & Transport

Tel: 01709 823828

Title of Equality Analysis:

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

List all the Actions and Equality Targets identified

Some of the first work on implementing the Plan by the Employment and Skills sub-group of the Business Growth Board will be to set targets for the implementation and monitoring of the Plan, including those relating to

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
To map out the current provision of employment and skills support in the borough, including by protected characteristics	A, D, S, RE, PM, C, O	31/12/19
The Local Integration Board are looking at specific barriers to people accessing employment and what assistance can be developed for the individual cases, before being rolled out further	All	On-going

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Name Of Director who approved Plan		Date	
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***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

Website Summary – Please complete for publishing on our website and append to any reports to Elected Members SLT or Directorate Management Teams

Completed equality analysis	Key findings	Future actions
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Completed equality analysis	Key findings	Future actions
<p>Directorate:</p> <p>Function, policy or proposal name:</p> <p>.....</p> <p>Function or policy status: (new, changing or existing)</p> <p>Name of lead officer completing the assessment:</p> <p>.....</p> <p>Date of assessment:</p>		