

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Post CSE Services	
Date of Equality Analysis (EA): 29.04.2020	
Directorate: CYPS	Service area: Commissioning
Lead Manager: Jo Smith	Contact number: 01709 807423.
Is this a: <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/>	
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Jenny Lingrell	RMBC	AD Commissioning, Performance & Inclusion
Jo Smith	RMBC	Head of Commissioning
Sean Hill	RMBC	Commissioning Manager

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The Service affects those whose lives have been impacted by historical child sexual exploitation. This is not restricted to the victim but may include family members. The group is not identified by a protected characteristic or any other socio-economic factor. Barriers to any individual identified by a protected characteristic have been removed or minimised as far as possible to ensure no disadvantage to accessing the service.

What equality information is available? (Include any engagement undertaken)

Engagement and consultation have been undertaken with a wide range of stakeholders including, service users, practitioners, partner agencies, benchmarking with other authorities and public consultation. A comprehensive needs analysis brings together all the engagement and evidence gathered.

Existing arrangements are in place to monitor equality data.

Are there any gaps in the information that you are aware of?

None but further benchmarking is to be undertaken by members of the improving Lives Select Committee.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Equalities data forms part of the monitoring arrangements for all services commissioned by CYPS. This information is collected quarterly and analysis to monitor trends is undertaken.

Engagement undertaken with customers. (date and group(s) consulted and key

A pre-consultation report was undertaken in by ACEPPE, 'a listening and enabling project, commissioned by Rotherham Borough Council

<p>findings)</p>	<p><i>(RMBC). They are a body of professionals and ‘experts by experience’ skilled in listening to the views of people who are the experts of their own experience to help the council develop its future services’</i> on behalf of RMBC. The objectives of the consultation were to:</p> <ul style="list-style-type: none"> • Build trust and confidence with victims, survivors and family members affected by CSE so that they can share their views about what’s importance to them as the starting point for designing outcome-based services. • Be proactive in seeking the views of minority and vulnerable groups in Rotherham and consider the accessibility of support. • Identify protective factors that might lesson demand for services and minimise escalation of need as well as risk factors. • Draw together evidence on best practice on what works in helping victims and survivors begin to recover, build resilience and improve mental health and well-being. • Consider available data on prevalence to identify trends that can help quantify the likely demand for support over the next 5 years. • Work with Children’s Commissioning Team and other commissioning organisations. <p>The voice of current service users was gathered through a series of surveys, interviews and consultations undertaken on a 1:1 basis by services delivering support to those affected by historical CSE.</p> <p>Through this we gained valuable insight into understanding of the dynamic needs of those affected by historical CSE. And were able to further examine the impact of existing services.</p> <p>An online public survey was undertaken in March 2020 to ensure that wider participation in the consultation process was enabled. Learning from the public survey responses are referred to throughout the Needs Analysis.</p>
<p>Engagement undertaken with staff (date and group(s)consulted and key findings)</p>	<p>A needs analysis has been developed which explores the offer of support to CSE survivors in the context of the wider support offer delivered by Health, Voluntary and Community Sector (VCS), Police, National Crime Agency (NCA) and RMBC.</p>

	<p>The objectives of the analysis are that it will enable:</p> <ul style="list-style-type: none"> • A broad range of stakeholder opinions to be heard and understood • Identification of opportunities to improve pathways through support. • Identification of opportunities to work together, jointly resourcing support services. • Projection of future need <p>The analysis is not limited to the voice of services commissioned by RMBC but includes services commissioned by Health, Police, National Crime Agency (NCA) and VCS delivery agents who have accessed alternative funding.</p> <p>To complete the Needs Analysis benchmarking with other authorities was undertaken by a group of council members led by the Chair of Improving Lives Select Commission. The Local Authorities interviewed; Telford, Oxford and Rochdale were selected for the parallels with Rotherham. All were asked the same series of questions and responses were recorded. This enabled a snapshot of other Local Authority response to the CSE issues in their area to be captured. August 2019</p> <p>The Needs Analysis also refers to the findings of a service review undertaken in 2017/18 when service capacity and demand issues were first identified and to the findings of a multi-agency sub group of the LSCB who were tasked with looking at the commissioning arrangements for CSE services.</p>
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4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups?

(Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The service offers access to all communities and groups including those with protected characteristics. The specification has been developed after thorough consultation and with consideration of the profile of all socio-economic groups and communities.

Does your Policy/Service present any problems or barriers to communities or Groups?

The service specification endeavours to remove barriers or disadvantage to any individual accessing the service.

There are no identified problems or barriers – previous monitoring data substantiates this.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

The service will offer access to all communities and groups including those with protected characteristics. The specification has been developed after thorough consultation and with consideration of the profile of all socio-economic groups and communities. There is evidence of access to services from a range of cultures and ethnicities from data collected.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The service will enable individuals to be supported to lead lives which fulfil their potential, improve health and well-being and make contribution to their communities and wider society as a result.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

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 - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Post CSE Services
Directorate and service area: CYPS
Lead Manager:
Summary of findings:
<p>The service will impact on people affected by historical child sexual exploitation.</p> <p>We will continue to learn from the experience of people affected by CSE and will use their experience whether positive or negative as a tool to improve our Post CSE offer. We can see from the Public Survey responses that we are still not reaching every individual who needs support, and this must be addressed through the refreshed service specification.</p> <p>Monitoring arrangements will ensure that equalities are tracked and reported on quarterly</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor Impact on communities and groups accessing the service	N/A	Quarterly from March 2021

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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

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis 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 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 Equality Analysis completed	
Report title and date	
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

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