

PART A - 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 (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Prevention and Health Inequalities Strategy and Action Plan	
Directorate: Adult Care, Housing and Public Health	Service area: Public Health
Lead person: Ben Anderson	Contact: ben.anderson@rotherham.gov.uk
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
Work is taking place in partnership to develop a Prevention and Health Inequalities Strategy. This work is in very early stages, with programme priorities identified through engagement with partners and wider stakeholders. The next stage is to develop the strategy and action plan, including identifying KPIs and milestones.

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, 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.

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

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 before decisions are made.

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 using the prompts for guidance and complete an Equality Analysis (Part B).

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

This programme is directly focussed on reducing health inequalities so the implications for protected characteristics groups, as well as other vulnerable cohorts and deprived communities has been central to the agreement of the draft priorities. Through engagement with partners and analysis of data and intelligence,

- **Key findings**

Socioeconomic deprivation is a clear driver of health inequalities, as outlined through the data in the main body of the report. However, health inequalities are multi-factorial and socioeconomic deprivation often intersects with other dimensions of inequality, such as protected characteristics, geographical factors (e.g., rural communities) and other vulnerabilities (e.g., those with severe mental illness.) This can lead to multiple disadvantage.

Taking an evidence-based approach and following the principles of proportionate universalism, the programme will identify where a targeted approach may be required to benefit specific cohorts. An understanding around inequalities experienced by different groups will be integral to the development of the strategy and action plan.

- **Actions**

A full equality analysis will be developed in conjunction with the strategy and action plan. Additionally, part of the strategy will be focussed on building data and intelligence regarding health inequalities across the borough, which will help to inform wider activity around reducing inequality.

Date to scope and plan your Equality Analysis:	November 2021-January 2022
Date to complete your Equality Analysis:	January 2022
Lead person for your Equality Analysis (Include name and job title):	Ben Anderson

5. Governance, ownership and approval

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

Name	Job title	Date
Ben Anderson	Director of Public Health	11 th November 2021

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	11 th November 2021
Report title and date	Prevention-led systems – 25 th November 2021
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Health Select Commission – 25 th November 2021
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	16 th November 2021