

## 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	
<b>Equality Analysis title:</b> Council Plan and Year Ahead Delivery Plan	
<b>Date of Equality Analysis (EA):</b> 14 October 2021	
<b>Directorate:</b> Assistant Chief Executive	<b>Service area:</b> Policy, Performance and Intelligence
<b>Lead Manager:</b> Simon Dennis	<b>Contact:</b> <a href="mailto:simon.dennis@rotherham.gov.uk">simon.dennis@rotherham.gov.uk</a>
<b>Is this a:</b> <input checked="" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>  <b>If other, please specify</b>	

**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)
Leonie Wieser	Rotherham Metropolitan Borough Council	National Management Trainee
Tanya Lound	Rotherham Metropolitan Borough Council	Acting Corporate Improvement and Risk Manager
Steve Eling	Rotherham Metropolitan Borough Council	Policy and Equalities 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 Council Plan is a core document that underpins the Council's overall vision and sets out the headline priorities, outcomes and measures that will demonstrate its delivery.

The plan is a key document which sets out the Council's vision for the borough and priorities for serving residents and communities. This plan provides the medium-term basis for targeting resources, informing the budget-setting process and planning cycles, and ensuring that residents can hold the Council to account for delivery.

To help inform the priorities and actions in the Council Plan, various consultation exercises took place between August and September 2021. There were over 1,300 interactions across all engagement methods. The consultation was part of an ongoing dialogue between the Council and members of the public.

The Council Plan for the period 2022-2025 will be approved by Elected Members at the Council meeting in January 2022, along with the Year Ahead Delivery Plan.

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

A mix of contextual equalities information, such as from the 2011 census, and consultation on the Council Plan is provided here.

**Population**

- Population estimates indicate that the borough is becoming increasingly diverse with significant international migration, mainly from other EU countries. Based on the 2011 census, the proportion of residents from Black and Minority Ethnic (BAME) communities increased from 4.1% in 2001 to 8.1% in 2011 and will have grown further since to at least 10% by 2016. Ethnic diversity is most evident amongst young people illustrated by the 17.8% of school pupils who were from BAME groups in 2018. The Pakistani community is the second largest ethnic group in Rotherham after White British, with 3% of residents in 2011 and 6.8% of school

pupils in 2018.

- Rotherham's BAME population is very concentrated in the inner areas of the town whilst the outer areas were 96% White British in 2011. 42% of BAME residents live in areas that are amongst the 10% most deprived in the country and for some groups the figure is higher. This compares with the Borough average of 19.5%.
- The population is ageing; Rotherham has 52,000 people aged 65 years or over or 19.7% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.

## **Economy**

- Rotherham has a polarised geography of deprivation and affluence with the most deprived communities concentrated in the central area whilst the most affluent areas are to the south, although the overall pattern is complex.
- Rotherham is one of the 20% most deprived areas in England with 12,667 children living in "absolute poverty" 2018/19.
- The inequality in the pay gap between men and women is substantial, whereby male workers in Rotherham earn £13,409 more than female workers, on average (median gross annual pay). This means women's pay in Rotherham is only 54.6% of men's pay, compared with 64.5% nationally.
- In the consultation for the Council Plan, 45% of respondents stated there were not enough job opportunities in their area, as opposed to 19% who stated there were enough. Those with no disabilities were more likely to state there were enough job opportunities in their area (21%) than those with disabilities (15%), with female respondents more likely to be unsure about the opportunities (37%), than men (32%).

## **Health and wellbeing**

- Rotherham had 56,588 people with a limiting long-term health problem or disability in 2011, with 11.3% saying this limits their activity a lot, compared with the average of 8.3% nationally. Although there have been health improvements, health inequalities remain and in some cases are widening.
- Health inequalities are also significant, both between the borough and the national average and between the most and least deprived communities in Rotherham. In addition to these factors, the COVID-19 pandemic has exacerbated existing inequalities, with the most disadvantaged communities being hit the hardest.
- In the Council Plan consultation, in response to the question on what would have the biggest positive impact on wellbeing and quality of life, men (30%) and those without a disability (27%) were more likely to state environmental improvements (23% overall), while more women and those with a disability stated 'More things to do in the community' (16% women, 22% with disability, 13% overall). Male respondents (14%) and those with a disability (12%) were also more likely to state 'improved working conditions' as factors (8% overall).

## **Neighbourhoods**

- In the survey consultation on the Council Plan, men were more likely to say they used parks daily (46%) than women (28%), while women were more likely to never

use parks at all (7%), than men (1.2%).

- With regards to crime and community safety, tackling anti-social behaviour (79%), tackling crime such as car crime (67%), and protecting vulnerable older people (62%) emerged as respondents' top priorities, over preventing harassment and violence against women and girls (42%), and preventing hate crime (includes disability/ racial/ religious/ homophobic/ transphobic crimes) (35%) – which might partly be due to the age profile and the overrepresentation of older age groups, as well as the underrepresentation of religious and ethnic minorities.

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

### Consultation Engagement Profile

With regards to the consultation undertaken on the Council Plan, there was a total of 350 responses to the postal and online surveys. Overall, there were more responses from women, than from men, more from older people than from younger people, and more from those identifying as White British than those from BAME backgrounds (as compared to the Rotherham population).

Women made up 62% of the respondents, as compared to 34% male respondents. Compared to the age profile of the borough, respondents were older – 26% over 65s, as compared to 20% - and only 4% of respondents were under 24, compared with a borough figure of 29%. There was a good representation of the middle age groups (25-34 year olds and 35-44 year olds), while 45-54 year old were overrepresented, with 21% respondents from that age bracket, as compared to a Rotherham figure of 14%. In terms of sexuality, respondents largely aligned with national figures, with 92% identifying as heterosexual, 2% as bisexual, gay or lesbian, and 6% as other. The religious make-up of respondents differed from Rotherham figures, with less of the respondents identifying as Christian (57% as compared to 67%), and more stating no religion (37% as compared to 22.5%) – though the borough-wide figures are dated. 1.2% of the respondents identified as Muslim, compared to the dated borough-wide figure of 3.7%, which is expected to have increased.

The ethnic make-up of respondents also differed from borough-wide figures, with more respondents identifying as White British or White Irish and less as BAME, with only 0.8% identifying as Asian/Asian British 0.8%, 0.8% as dual heritage, and a further 0.8% as other, while Rotherham had over 8% of BAME residents in 2011, which is expected to have increased again.

Out of the respondents, 29% reported to have a disability, which includes 8% with a mental health condition. This compares with 22% of Rotherham residents who reported a long-term illness or disability in 2011, and an estimate of 18% of residents having common mental disorders in 2017, although the rate is lower in over 65s. 19% of respondents stated they were unpaid carers.

Focus groups aimed to make up some of the engagement gaps, by engaging stakeholders working with some of the groups whose views were underrepresented in the survey, and in particular those sharing protected characteristics. Representatives from the Rotherham Ethnic Minority Alliance, the Unity Centre, Rotherham Wah Hong Chinese Association aimed to fill some of the gaps in responses from BAME residents and Rotherham Muslim Community Forum for Muslim residents. Several organisations represented vulnerable

residents, such as Victim Support (support for victims of crime), Rotherham Rise, (support for domestic abuse victims), as well as more specialised support: for Black and minoritised women experiencing violence (Apna Haq), for those with learning disabilities from minority ethnic communities (Nayi Zindagi), a BME & Young People Carers group, Mama Africa (support for Refugees and Asylum seekers), holistic support for BME women (tassibee), support for those with learning disabilities and autism (Speakup). There were also organisations working with older people, such as Age UK and the older people’s forum. Other important Voluntary sector organisations represented were Voluntary Action Rotherham and Rotherfed, and further participating were sports organisations (Rotherham United Community Sports Trust, Active Regen and a grassroots football club), physical activity and health organisations (Pivotal Health and Wellbeing, Rotherham Health Watch, the Rotherham Carers Forum) as well as other organisations such as South Yorkshire Fire and Rescue Service and Litter picking groups. Ongoing safety issues and anxiety concerning the pandemic meant that some groups were not comfortable meeting on a virtual platform or ready to engage in person at the moment – this included Older People’s Forum, Carers Forum, and the Rainbow Project (LGBTQ). Further, while VCSE sector representatives of various groups with protected characteristics were invited to focus groups, these in many cases were stakeholder and representatives, rather than members of the public themselves.

Furthermore, ongoing consultation is taking place with Children and Young People’s Groups – an Early Help group and a Looked After Children group.

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

Progress updates on the Council Plan Year Ahead Delivery Plan will be produced on a quarterly basis. These updates are reviewed by both SLT, Cabinet and Scrutiny and are publicly available online. The update reports will include progress in relation to actions within the plan, as well as performance relating to a suite of key performance measures.

In addition, as the Year Ahead Delivery Plan is implemented, all services will be required to complete an equality screening and/or analysis to ensure due regard has been given and that there is an understanding of the effects of a strategy, policy, service or function on those from a protected characteristic group, where this is applicable to do so.

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

**Focus groups**

48 attendees across 4 focus groups included representatives from (see details on organisations in ‘Engagement Profile’ above):

- Age UK
- The Older People’s Forum
- Rotherham Ethnic Minority Alliance
- Rotherfed
- Speakup
- Rotherham Carers Forum
- Victim Support
- Unity Centre
- Voluntary Action Rotherham

- Wah Hong Chinese Association
- Rotherham United Community Sports Trust
- Representatives from a number of litter picking groups across the borough
- Members of the public

### **Key Findings**

#### **Safe and Resilient (service providers), 9<sup>th</sup> August**

- Need to improve understanding of vulnerabilities
- Rise in mental health issues
- Engagement extremely important in enhancing support
- Older people uniquely affected by pandemic and isolation
- Younger people also affected by significant changes through Covid
- BAME communities affected by higher death rates, and other issues, such as hate crime

#### **Securing a greener future for Rotherham, 9<sup>th</sup> August**

- Need for better understanding of environmental issues and 'net zero'
- Responsibility for environment shared by council, central government, businesses and residents
- Waste and litter raised as issues

#### **Improved wellbeing and quality of life, 16<sup>th</sup> August**

- Personal mental and physical welfare, but community important aspect too
- Significant barriers in accessing support
- joined-up multi-agency work important
- personal and community deprivation as cross-cutting determinants of health and wellbeing

#### **Fair and flourishing economy, 16<sup>th</sup> August**

- Widening economic gaps between residents
- Economic deprivation linked to mental health
- Particular equalities concerns relating to the economy around older people, younger people, people with disabilities, and the BAME community

#### **Key findings across groups:**

- Engagement and communication with communities key

- Emphasis on inequality, importance to understand heterogeneity of groups, and similar human needs across groups

**Key findings from the survey responses included:**

- Prior to lockdown, the most popular visitor venues/activities were parks (81%), events (46%) and museums (40%).
- 63% considered facilities for children and young people locally either good or adequate. 59% wanted to see improved play areas and cheaper access to sports/activities for children and young people, and 56% wanted to see more youth work
- 20% volunteered to help out family, friends or neighbours every day, 24% did so 2-3 times a week, 26% on a weekly basis and 20% monthly. Only 9% said they never volunteered help.
- Most comments on neighbourhood/community improvement were around street cleanliness.
- Respondents considered environmental improvements (23%), financial security (22%) and feeling safe (21%) the top three things that would have the biggest positive impact on their wellbeing and quality of life
- Only 20% of respondents felt that there were enough job opportunities in their area, 45% said there were not enough and 35% were unsure.
- Respondents considered job satisfaction (23%), income (21%), and work/life balance (20%) the most important factors in a job.
- The survey revealed a real and deep appreciation for parks and open spaces generally, but particularly during the pandemic.

**In responses to the postal survey**

- More respondents felt that their neighbourhood/community had become more (15%) rather than less (8%) supportive since the start of the pandemic, and 63% feeling that there had been no change. However, when asked 'do you feel safer in your local neighbourhood compared to 12 months ago' more respondents now feel less safe (25%), with 10% feeling safer and 62% citing no change
- Respondents cited road safety issues including increased traffic, parking problems and access

	<p>to bus services as areas of concern</p> <ul style="list-style-type: none"> <li>• Anti-social behaviour was a specific area of concern, with many suggestions that more investment should be made in activities aimed specifically at older children/teens</li> <li>• ‘Feeling safe’ was the top response when asked ‘what would have the biggest positive impact on your wellbeing and quality of life?’</li> </ul>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Engagement with staff was undertaken through Chief Executive Q&amp;A sessions, wider leadership sessions, managers, SLT/AD sessions, as well as sessions with DLTs and managers throughout August - October 2021.</p> <p>Staff were also encouraged to fill in the online consultation.</p>

**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 Council Plan sets out the priorities for the borough over the next three years. It consists of five key themes, one overarching theme and a set of guiding principles.

Equalities is cross cutting throughout the Council Plan and Year Ahead Delivery Plan. Of the five guiding principles, two in particular aim to meet residents’ and communities’ differentiated needs:

- Expanding opportunities for all
- Working with our communities

Expanding opportunities encompasses the Council’s essential priority to tackle inequality striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. To complement this approach, ‘working with our communities’ ensures that to achieve the best outcomes for local people, local residents are involved in the things that matter to them and services are designed based on input from those who use them. This will enable service users to take an active role in improving access to services, highlighting any barriers for those sharing protected characteristics in designs and services, making sure that specific needs are met.

There is also an outcome focussed on addressing inequalities and leaving no one behind within the ‘people are safe, health and live well’ theme. This will involve providing support to our communities at a level that is proportionate to the degree of need – taking a

universal approach where appropriate whilst also providing targeted support to those who most need it.

Furthermore, the underlying 'One Council' theme encompasses two specific areas, which ensure different needs are met:

- All customers at the heart of everything we do
- Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customer

The Council's commitment to place all customers at the heart of service delivery includes a strengthened approach to equalities and being inclusive. This will involve working with services and partners to promote equality, celebrate diversity and ensure fairness for everyone. The commitment to an engaged, diverse and skilled workforce is expected to improve the council's response to diverse customer needs, by bringing a more differentiated understanding of equality and diversity considerations and barriers.

The quarterly reports will capture progress in relation to all activities within the Year Ahead Delivery Plan. This will include a suite of key performance measures.

Within **five themes of the Council Plan**, a series of universal offers are aimed at all of Rotherham's residents, while several actions are specifically aimed at tackling inequalities and issues of access. The following expands both on the universal and the targeted offers within each theme.

### **Neighbourhoods are vibrant and thriving**

Activities in this area are aimed at meeting the needs of all residents and ensure they benefit from thriving neighbourhoods. The priorities of making neighbourhoods welcoming and safe, neighbourhoods to be cleaner and greener, local people having access to libraries, cultural activities, parks and green spaces, improved local town and village centres, reducing crime and anti-social behaviour and improving street safety are for the benefit of all residents regardless of protected characteristics. Residents, organisations and businesses are encouraged and enabled to use their skills and resources to help others.

Individual services, such as parks, libraries, cultural offers and neighbourhood working will each undertake an equality analysis, where required to do so, to identify gaps, making sure that any physical, cultural, language or other access barriers are identified, and all residents have offers meeting their needs.

### **People are safe, healthy and live well**

Actions in this area are aimed at protecting everyone's physical and mental health, while focusing on the most vulnerable. Within actions to ensure that people have good mental health and physical wellbeing, programmes to tackle loneliness and isolation will have particular benefits to older people and those living with disabilities. Within the priority for children, families and adults to feel empowered, safe and live independently for as long as possible, actions focus on children in care, people with learning disabilities, independent living and adult social care ensure that the needs of these vulnerable groups are prioritised. Actions further include for everyone to have access to affordable, decent housing.

One specific action within this area focuses on addressing inequalities, ensuring nobody is left behind. This includes the confidence to understand inequalities, and actions in particular tackle financial exclusion, homelessness and domestic abuse.

Ongoing monitoring and improvement of these services contributing to this theme will be key, as the most vulnerable often face the most barriers. Monitoring will identify and address gaps in provision, and in particular ensure that individuals sharing several protected characteristics, and thus potentially facing multiple barriers, can access the support they need.

### **Children and young people fulfil their potential**

Actions under this theme are aimed at children having the best start in life, children and young people having a voice and feeling listened to, young people empowered to succeed and achieve their aspirations, and children and young people having fun things to do and safe places to go. Activities in the early years aim to address educational inequalities, collaborative working with schools to give children the opportunity to fulfil their potential, regardless of ability, including vulnerable and disadvantaged children, and reconnect those disengaged from education to opportunities and training.

Services contributing to this theme, again, will carry out equality analyses where appropriate and monitor equality data.

### **Everyone has economic opportunities**

Actions under this theme include a growing economy that provides decent jobs and chances to progress, places rejuvenated by regeneration that brings investment and opportunity, people have opportunities to learn, develop skills and fulfil their potential, working with partners and suppliers to create more local jobs, apprenticeships, paid at the living wage or above, strengthened digital infrastructure and skills which enable access for all. Contributing to these actions are programmes supporting vulnerable residents to gain skills and employment, and libraries providing IT and resource support to residents, to improve digital inclusion.

Equality analysis and monitoring will be carried out where appropriate to ensure vulnerable residents sharing protected characteristics benefit from this support. Given the gender pay gap in Rotherham is substantial and above the national average, activities in this area will need to be monitored closely to ensure they do not widen the gap.

### **The environment is cared for**

This theme encompasses reductions in carbon emissions, working towards net zero targets, better transport systems for future generations, reduced risks of flooding and other environmental emergencies. There are no immediate equality implications in this area, although any direct impacts on residents, such as through actions in housing, transport and in work with community organisations, will be monitored.

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

No problems or barriers have been identified. The Plan does not make specific reference to any protected characteristics, and ongoing monitoring as detailed above will be key to ensure any barriers are identified and addressed.
<b>Does the Service/Policy provide any positive impact/s including improvements or remove barriers?</b>  Yes as detailed above.
<b>What affect will the Policy/Service have on community relations?</b> (may also need to consider activity which may be perceived as benefiting one group at the expense of another)  No negative impacts expected – any targeted activities are based on known needs and vulnerabilities.

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

<b>Title of analysis: Council Plan</b>
<b>Directorate and service area: Assistant Chief Executive, Policy, Performance and Intelligence</b>
<b>Lead Manager: Simon Dennis</b>
<b>Summary of findings:</b>
<p>The Council Plan addresses inequalities in several of its key themes, including the overarching theme 'One Council' and guiding principles, with the aim to decrease inequalities and for the council's services to deliver for all residents. Equality and access data will need to be monitored closely, especially in the 'People are safe, healthy and well' and 'Everyone has economic opportunities' themes, as these are areas of considerable existing inequalities, which will make it more difficult for some individuals and groups to access opportunities and services.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
<b>Monitor the ongoing equality implications of the Council Plan, in particular with reference to the themes of 'People are safe, healthy and well' and 'Everyone has economic opportunities'.</b>	<b>All</b>	<b>Ongoing</b>
<b>Provide quarterly update reports to Cabinet, including consideration of the equality implications.</b>	<b>All</b>	<b>Quarterly</b>

All services to undertake equality analyses where applicable and monitor	All	Ongoing

\*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
Lee Mann	Assistant Director HR and OD	
Cllr Chris Read	Leader	

### 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](mailto: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.

<b>Date Equality Analysis completed</b>	20 October 2021
<b>Report title and date</b>	Council Plan 2022-25

<b>Date report sent for publication</b>	8 November 2021
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	