

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: Equality, Diversity and Inclusion Strategy 2022/20255, action plan 2022/2023 and Equalities Annual Report 2021/2022

Directorate: ACX

Service area: PPI

Lead person: Steve Eling

Contact:
steve.eling@rotherham.gov.uk

Is this a:

☒ **Strategy / Policy** ☐ **Service / Function** ☐ **Other**

If other, please specify

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

The Equality, Diversity and Inclusion Strategy 2022/25 is a refreshed strategy replacing the one approved in 2016. It provides is an important underpinning set of priorities and actions approach to the new Council Plan.

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 Equalities Annual Report is produced each year to provide progress on equalities issues over the previous year with the inclusion of case studies to promote good practice, and provides a forward look of high level actions for the coming year.

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?**

The core purpose of the strategy is to refresh Rotherham's equality objectives and take forward a strategic approach to equalities underpinning the new Council Plan and embedding equalities into everything that the Council does.

- **Key findings**

A consultation has been undertaken both externally and with directorates and staff on draft equality objectives and key actions over the medium term. The outcomes of the consultation have informed the final strategy and accompanying one-year workplan.

- **Actions**

The outcomes of the consultation have informed the development of the strategy and will now be used as the key driver for equalities across the Council over the medium term. An assessment against the key lines of enquiry of the Equality Framework for Local Government has resulted in a refreshed action plan which supports a strategic outcome of achieving the "excellent" standard under the framework.

Date to scope and plan your Equality Analysis:	9 th May 2022
Date to complete your Equality Analysis:	10 th May 2022
Lead person for your Equality Analysis (Include name and job title):	Steve Eling Policy and Equalities Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Steve Eling	Policy and Equalities Manager	9 th May 2022
Ruth Lucas	Acting Head of PPI	XX May 2022
Levi Karigambe	Policy Officer	10 th May 2022

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	9 th May 2022
Report title and date	Equality, Diversity and Inclusion Strategy 2022/25
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, 20 th June 2022
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	10 th May 2022