

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: The Rotherham Plan	
Date of Equality Analysis (EA): 28 October 2022	
Directorate: Assistant Chief Executive	Service area: Policy, Performance and Intelligence
Lead Manager: Steve Eling	Contact: levi.karigambe@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. 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)
Steve Eling	Rotherham Metropolitan Borough Council	Policy and Equalities Manager
Sam Blakeborough	Rotherham Metropolitan Borough Council	Policy Officer
Michael Holmes	Rotherham Metropolitan Borough Council	Partnership Officer
Levi Karigambe	Rotherham Metropolitan Borough Council	Policy Officer

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 Rotherham plan is a key document setting out the Council and its partners' vision for the borough and priorities for serving residents and local communities. This plan incorporates principles that underline everything the partnership will do including:

- Connecting organisations and people to share knowledge, skills and resources
- Building confident and cohesive communities, where people from different backgrounds can come together
- Creating opportunities that benefit all residents, particularly those who are most disadvantaged

In order to have the most impact on the borough and the partnership will combine their resources, exploring innovative ways to share knowledge and skills across organisations. Only through concerted efforts, will we be able to combat disadvantage, bring people together and create a proud and healthy borough which offers positive opportunities to its residents.

The plan incorporates themes which the partnership will focus on over the next few years. Themes are based on intelligence gathered and consultation carried out with a diverse range of local people and organisations. By combining our efforts across themes below, underpinned by our principles, the partnership will continue to deliver improvements for local people and places. Themes include:

- A place to be proud of
- Inclusive economy
- Climate and environment
- Health and wellbeing
- Building stronger communities

Each theme sets out the major programmes, schemes, and projects that will be delivered over the next few years. These will be broken down further into more specific actions as part of an annual partnership 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?

Promoting equality, celebrating diversity and ensuring fairness for everyone runs throughout all the themes in the Rotherham Plan whilst some themes outline specific outcomes for protected characteristic groups such as improved facilities for people with learning disabilities, autism and complex need, and improved equality outcomes through the sharing of expertise and best practice. Moving forward the partnership will need to ensure local intelligence is used in monitoring the impact of projects and programmes set out in the plan and subsequent annual delivery plans.

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 annual delivery plan will be monitored each quarter via both the strategic partnership group and chief executive officer group.

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

To help inform the priorities and actions in the Rotherham Plan, various consultation exercises took place in September 2022. There were over 300 interactions across all engagement methods including an online survey and staff from partnerships consulting at events and venues throughout the borough. The consultation was part of an ongoing dialogue between the partnership and members of the public.

The consultation was conducted at the Rotherham Show allowing a diverse group of local people to voice their thoughts on the Plan. Specific groups were targeted, including young people at Rotherham College and elderly residents attending a lunch café at Dinnington Resource centre.

Engagement undertaken with staff (date and group(s) consulted and key findings)

A small number of staff from partner organisations took part in focus groups to help shape the plan's themes and priorities.

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)

Equalities is cross cutting throughout the Rotherham Plan. Of the five guiding principles, 3 in particular aim to meet residents' and communities' differentiated needs:

- Inclusive economy
- Health and wellbeing
- Building stronger communities

Health and wellbeing sets out the partnership's 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, 'building stronger communities' ensures that to achieve the best outcomes for local people, local residents are involved in voicing things that matter to them and having services/facilities designed based on their input. This will enable communities to take an active role in creating positive outcomes in their local areas.

There is also an outcome focussed on addressing inequalities and leaving no one behind within the 'inclusive economy' theme. This will involve providing support to local people in our most deprived communities to access employment support programmes and targeted interventions to address local skills needed to improve outcomes for young people not in education or training.

Across the five themes of the Rotherham 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.

A place to be proud of

This theme focuses on delivering regeneration across Rotherham, inspiring people and creating great places

- Successful delivery of regeneration schemes
- Diverse cultural events and activities
- Rejuvenating the town centre

A series of public events and activities in communities across the borough will help strengthen communities and improve community cohesion by allowing different communities to better understand one another and celebrate their differences.

The partnership has an inspiring programme of creative events and experiences, led by young people, culminating in Rotherham becoming the world's first Children's Capital of Culture in 2025

Inclusive economy

This theme is about creating opportunities for everyone to participate in and benefit from a growing economy

- Improving skills and raising aspirations
- Targeting support to increase inclusion and spread opportunity
- Social value and a people-centred approach

Pre-Covid, Rotherham had one of the fastest growing economies in the UK and the fastest growing in Yorkshire, consistently topping UK Powerhouse rankings. Whilst this trend was positive, the Covid pandemic caused significant contraction to Rotherham's economy, with a detrimental impact for people and businesses. It is also clear that not all sections of the community benefited from economic growth.

Our vision is for a fair and thriving economy that provides chances for everyone to get a good quality job or start and grow a business; where people's contributions to the economy secure their economic wellbeing; and where households and businesses can plan confidently for the future.

An inclusive economy will ensure the partnership improves outcomes for young people not in education or training through targeted interventions to address local skill needs.

Health and wellbeing

This theme enables people to lead healthy lives, focusing on prevention

- Improving mental health
- Integrated services focused on individuals
- Embedding prevention and action on inequalities

Good health and wellbeing enable people to lead fulfilling lives and to be actively engaged in their community. In Rotherham, too many people are not in good health and significant differences exist between our most and least deprived communities. The Covid-19 pandemic has had a huge and continuing impact on local communities, disproportionately impacting residents with long term health conditions, BAME communities and elderly populations more than any other group. It has also shown the strength of partnership working and what we can achieve when combining our efforts.

The partnership will have targeted intervention to improve health outcomes of those with mental and physical ill health. Additionally, the partnership will improve facilities for people with learning disabilities, autism and complex needs. An agreed pledge and commitment stands as anchor institutions seek to reduce health inequalities in Rotherham.

Building stronger communities

This theme covers working with individuals and communities on the things that matter most to them.

A collaborative approach will ensure all places across the borough benefit from good quality, responsive services, tailored to local circumstances, and designed and developed with local people. By designing solutions with people and the agencies that support them, and addressing the root causes, we strengthen our commitment to preventing people's needs from escalating

The partnership will promote and support a vibrant voluntary and community sector that can facilitate sustainable and resilient community-led local improvement. Enhanced engagement mechanisms will draw on expertise across the partnership to ensure the voices of all communities are heard. This will ensure improved equality outcomes through sharing of expertise and best practice. Our Partnership will analyse the latest census to improve our understanding of and respond to inequalities.

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

No problems or barriers have been identified. Ongoing monitoring as detailed above will be key to ensure any barriers are identified and addressed.

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

Yes as detailed above.

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)

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

Title of analysis: The Rotherham Plan
Directorate and service area: Assistant Chief Executive, Policy, Performance and Intelligence
Lead Manager: Steve Eling
Summary of findings:
The Rotherham Plan addresses inequalities in several of its key themes with the aim to decrease inequalities and for the partnership to deliver for all residents. Equality and census data will need to be monitored closely, especially in the 'Health and wellbeing' and 'Inclusive Economy' 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.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Provide quarterly update reports to strategic partnership group, including consideration of the equality implications.	All	Quarterly
Provide monthly update reports to chief executive officer group, including consideration of the equality implications.	All	Monthly
Seek to obtain updates from partners, regarding what has been done to consider equalities when delivering the Annual Partnership Delivery Plan actions/activities.	All	Quarterly

*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
Jo Brown	Assistant Chief Executive	
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 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	28 October 2022
Report title and date	The Rotherham Plan
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	