

## APPENDIX B.

### 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	
<b>Title: Corporate Financial Inclusion Plan 2023-24</b>	
<b>Directorate:</b> Adult Care, Housing & Public Health	<b>Service area:</b> Business and Commercial
<b>Lead person:</b> Laura Thornley	<b>Contact number:</b> 07969 771489
Is this a:	
<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. Please provide a brief description of what you are screening
<p>Rotherham's current Financial Inclusion Plan expired in 2020. Due to delays caused by the pandemic, our new Corporate Financial Inclusion plan has been developed for delivery between 2023-24.</p> <p>This plan will set out the priorities and delivery strategies of the Financial Inclusion team (and its key stakeholders) to ensure that our tenants and residents receive the</p>

support they need to become financially empowered and economically secure during these times of financial crisis.

### 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?		<b>x</b>
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?		<b>x</b>
Have there been or likely to be any public concerns regarding the proposal?		<b>X</b>
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		<b>X</b>
Could the proposal affect the Council's workforce or employment practices?		<b>X</b>

If you have answered no to all the questions above, please explain the reason

The Corporate Financial Inclusion Plan 2023-24 is specifically designed to be inclusive to all residents irrespective of their characteristics. There are no elements of our proposal that will be detrimental to any particular group/individual. We actively challenge discrimination ensuring that the array of services we offer are fully inclusive.

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 Corporate Financial Inclusion Plan 2023-24 looks to actively remove and reduce any barriers to accessing services.

It has a particular focus on engaging with hard-to-reach members of the community.

We are actively seeking to engage with residents of all ages, faiths, and backgrounds.

Using the information available we will target the communities least likely to be accessing our services at the current time.

We have completed trend analysis using current tenant data which has highlighted our target groups/ areas etc.

We have consulted with tenants, residents, and professionals through attendance at the Housing Involvement Panel, Advice in Rotherham Partnership and the Strategic Housing Forum to obtain their thoughts, suggestions, and feedback on our proposals.

- **Key findings**

Completing the equalities review has highlighted the need to capture special category data at key points in the customer journey (within the Financial Inclusion team) to ensure that customers with protected characteristics are accessing our services.

- **Actions**

Start to capture special category data for our Income Pre-tenancy, Tenancy Support and Projects and Interventions teams clients to quantify and validate engagement with residents that have protected characteristics.

Date to scope and plan your Equality Analysis:	27.09.2022
Date to complete your Equality Analysis:	27.09.2022
Lead person for your Equality Analysis (Include name and job title):	Laura Thornley – Financial Inclusion Team Leader

#### 5. Governance, ownership and approval

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

Name	Job title	Date
Paul Walsh	Acting Assistant Director of Housing	1.11.22

## 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](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 screening completed</b>	27.09.2022
<b>Report title and date</b>	Corporate Financial Inclusion Plan 2023-24
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	Cabinet 20 March 2023
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	27.09.2022