

## Appendix 4

### 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> UK Shared Prosperity Fund proposals – 2023/24-2024/25 |  |
| <b>Date of Equality Analysis (EA):</b> 06/07/2023                                     |  |
| <b>Directorate:</b> ACEX  | <b>Service area:</b> Policy & Equalities   |
| <b>Lead Manager:</b> Michael Holmes   | <b>Contact number:</b><br><a href="mailto:Michael.holmes@rotherham.gov.uk">Michael.holmes@rotherham.gov.uk</a> |
| <b>Is this a:</b>   |  |
| <input type="checkbox"/> <b>Strategy / Policy</b>                                     | <input type="checkbox"/> <b>Service / Function</b>   |
|   | <input checked="" type="checkbox"/> <b>Other</b>   |
| <b>If other, please specify:</b> Financial Proposal                                   |  |

**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<br>(eg service user, managers, service specialist) |
|----------------|--------------|---|
| Michael Holmes | RMBC         | Partnership Officer                                     |
| Levi Karigambe | RMBC         | Policy Officer  |
| Leonie Wieser  | RMBC         | Policy Officer  |
| Steve Eling    | RMBC         | Policy & 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.)

UKSPF is a three-year government-funded programme channelled through South Yorkshire Mayoral Combined Authority (SYMCA).

The primary goal of the fund is to build pride in place and increase life chances across the UK, aligning in particular with the following levelling up mission: 'By 2030, pride in place, such as people's satisfaction with their town centre and engagement in local culture and community, will have risen in every area of the UK, with the gap between the top performing and other areas closing.'

It will therefore affect the whole borough and thereby has considerable equalities impacts. By improving skills, employability and supporting businesses, as well as supporting cultural events for children, it has the potential to address inequalities and disadvantage in the population.

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

Rotherham has comparatively low skills, particularly at degree level, and struggles both to retain and attract graduates. Only 31.9% of working age people in Rotherham are educated to degree level or above, compared with 43.6% nationally (2021). Rotherham's overall young population (under 15) increased from 46,000 in 2011 to 47,100 in 2021 (a 2.4% increase).

Rotherham is a diverse borough, and the ethnic profile continues to change. Based on the 2021 census, the proportion of residents from black and minority ethnic (BME) communities increased from 8.1% in 2011 to 11.7% in 2021. Ethnic diversity is most evident amongst young people, as 20% of school age children were from a BME background (DfE 2021/22). The Pakistani community is the second largest ethnic group in Rotherham after white British.

42% of BME 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%. Rotherham is in the top 20% most deprived areas in England with 13,479

children living in “absolute poverty” in 2019/20 according to Department for Work and Pensions figures

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

Limited information is available on which protected characteristic groups take up existing employment support and skills support. With new local equality networks proposed, limited information exists on how successful current structures are regarding community groups and networks.

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

Ongoing coordination and oversight of Rotherham’s UKSPF programme will continue to be carried out by Assistant Chief Executive’s directorate, supported by an internal cross-service planning and delivery group comprising finance colleagues and lead officers for each project/theme. This oversight ensures protected characteristic groups mentioned above will receive their funding allocation and proposed projects will be delivered.

Individual projects will also collect equalities monitoring information, for example:  
Open Arms

In Year 2 and 3 all equalities monitoring info will be collected. This will be reviewed at quarterly steering group meetings, with any changes required actioned at that point. If groups are under-represented additional sessions will be considered in new locations/within existing small group settings to raise awareness and encourage access to the existing 10 sessions. Cost-of-living and financial inclusion is a theme that cuts across protected characteristics, so we remain confident that the thematic approach is appropriate to engaging targeted communities.

The Launchpad project captures age, current employment status, ethnicity, nationally, gender and disability during the Initial Assessment process. This information has historically only been used for ERDF reporting at a regional programme level for impact assessment but moving forward it is planned to make the data usable for internal statistical analysis on RiDO’s CRM database.

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

Initial proposals for use of Rotherham’s UKSPF allocation were consulted on with Council directorates and external partners over the summer of 2022. External partners included Voluntary Action Rotherham (VAR) & Rotherfed.

VAR actively worked with different groups when forming their proposal for Open Arms Rotherham phase 2. This is the delivery of a fortnightly one-stop shop sessions in targeted neighbourhoods and further development of community infrastructure, including community leaders. VAR actively work with a diverse cohort of groups including:

|   |  |
|---|--|
|   | <ul style="list-style-type: none"> <li>• United Multicultural Centre, Clifton Learning Partnership, Wah Hong, GROW (Giving Real Opportunities to Women,) YWCA (Young Women’s Christian Association,) BME Young People and Carers group, Rotherham Parent/Carer Forum, AGE UK, Liberty Church, Barnardo’s, The Rainbow Project and Speak Up.</li> </ul> <p>VAR highlighted proposed projects will contribute to improved engagement with targeted communities, removing barriers, delivering directly in communities, and adding value.</p> |
| <p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p> | <p>Further discussions have been held with relevant services and partners to develop the proposed programme for years two and three.</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)

We hope that by our reaching out across communities project we will engage with more residents from across the borough, including those with protected characteristics to ensure they feel heard and they feel they are actively making a difference in areas where they live by being consulted on changes being made.

The Rotherham integrated skills programme (RISP), strand 1, will support our hardest to reach communities (which include our diverse BME communities) be supported to obtain sustainable employment and career progression.

Our children and young people will receive funding for the children’s capital of culture programmes that include new events and festivals across the borough to explore various creative fields to maximise their true potentials.

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

No, UKSPF will have a positive impact on equalities with allocation of funds given to multiple protected characteristic groups and organisations.

As outlined above, projects have processes in place to monitor barriers. For example, the Launchpad project (as part of the business support strand) is targeted at all individuals looking to start or grow and early-stage business. The team works proactively with a network of organisations including Job Centre Plus to enable referrals for support,

ensuring the service is accessible to marginalised communities and provide an alternative career pathway. Due to an increase in such referrals, a dedicated workshop is being developed as an introduction to self-employment to better meet the needs of this group.

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

UKSPF will have a positive impact on equalities with £421,502 allocated for the children's capital of culture to extend and expand the traineeship programme with further capacity building support for partners.

Furthermore over £1.2m is allocated for Rotherham integrated skills programme (RISP) providing 4 projects covering the journey from initial engagement with those hardest to reach, through sustainable employment and career progression.

A proportion of the allocation (RISP 1, First Steps) goes to a project working with front-line groups to reach marginalised communities/protected characteristics and link them in with formal offers of support. The project will work through existing networks such as Befriending Providers Network (older people), the Mental Health Network (strong focus on BAME communities); and through targeted outreach direct to smaller groups. VAR have a membership of over 90 organisations working across the Borough, and with representation from all protected characteristics, ensuring we have reach. The project will work with the RMBC team to identify target groups and develop an action plan to reach them.

RISP 3 will work with disengaged young people to support them into employment or training.

**Open Arms**

The 10 identified areas for the community hubs targeted those areas with highest levels of deprivation according to data; correlating this with how much existing VCS/stakeholder support existed in those communities. Essentially the project was designed to target the most marginalised geographic communities. Our approach in Year 2, 3 involves engagement activities in the form of hyper-local community events. We are promoting the project directly to specialist organisations that work with protected characteristics, through existing networks and targeted outreach. For example – Age UK were granted additional funds through the Warm Welcome strand to ensure older people had additional support, and could feed into the hub sessions. The Warm Welcome strand also funded groups focussed on BAME, LGBT and Disability communities, ensuring they could link in with the Community Development strand and promote the offer. This promotion and connectivity of Open Arms sessions will continue throughout Year 2 and 3.

£100,000 is set aside to reach out to reach out across our communities to ensure current and future interventions are informed by and effectively reach all of Rotherham's diverse communities.

**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)

By strengthening our engagement mechanism with our communities, we hope to create an avenue for our diverse communities to participate in public life by giving them a voice and channel to communicate change to their areas.

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

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|---|
| <b>Title of analysis:</b> UK Shared Prosperity Fund proposals – 2023/24-2024/25   |
| <b>Directorate and service area:</b> ACEX, Policy & Equalities  |
| <b>Lead Manager:</b> Michael Holmes   |
| <b>Summary of findings:</b>   |
| <p>A number of connected projects will provide seamless support to improve skills and employability. This will range from proactive engagement with people who are furthest away from employment to in-work help for those looking to advance their careers.</p> <p>In light of the pandemic’s impact on young people, a dedicated strand will address the multiple social, emotional and health barriers to learning and employment faced by some young people in Rotherham.</p> <p>By establishing local equality networks, partners will ensure current and future interventions are informed by and effectively reach all of Rotherham’s diverse communities.</p> |

| Action/Target   | State Protected Characteristics as listed below | Target date (MM/YY) |
|---|---|---------------------|
| Monitor protected characteristic data from projects and who is being supported by funded projects                       | All   | 12/25               |
| Use protected characteristic data to ensure underrepresented are supported and included across the lifespan of projects | All   | 12/25               |

\*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                        |
| Steve Eling  | Policy and Equalities Manager | 14 <sup>th</sup> July 2023. |
|  |                               |                             |

| 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 <b>Cabinet, key delegated officer decision, Council, other committee or a significant operational decision</b> 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 <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> 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>   | 14 <sup>th</sup> July 2023  |
| <b>Report title and date</b>  | UK Shared Prosperity Fund proposals – 2023/24-2024/25 – Cabinet 7 <sup>th</sup> August 2023 |
| <b>Date report sent for publication</b>   |   |
| <b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>   | 14 <sup>th</sup> July 2023  |