

## Appendix 3

### 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:</b> UK Shared Prosperity Fund proposals – 2023/24-2024/25	
<b>Directorate:</b> ACEX	<b>Service area:</b> Policy & Equalities
<b>Lead person:</b> Michael Holmes	<b>Contact:</b> <a href="mailto:Michael.holmes@rotherham.gov.uk">Michael.holmes@rotherham.gov.uk</a>
Is this a:	
<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> Spending Proposal	

2. Please provide a brief description of what you are screening
<p>UKSPF is a three-year government-funded programme channelled through South Yorkshire Mayoral Combined Authority (SYMCA).</p> <p>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</p>

between the top performing and other areas closing.’

This report provides details of proposed projects and recommendations for years two and three of the programme (2023/24 and 2024/2025) for submission to SYMCA.

### 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? <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?**

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.

- **Key findings**

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.

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.

Two projects specifically focus on addressing inequalities, and so, from an equalities perspective, are the most impactful. These include:  
RISP 1 (First steps), which entails proactive engagement with harder to reach individuals and groups, actively targets inequalities for those who have protected characteristics and work with specific cohorts to remove barriers, link them in with formal offers of support and increase opportunities.

£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.

<ul style="list-style-type: none"> <li><b>Actions</b></li> </ul> <p>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.</p>	
Date to scope and plan your Equality Analysis:	03/07/2023
Date to complete your Equality Analysis:	06/07/2023
Lead person for your Equality Analysis (Include name and job title):	Michael Holmes, Partnership Officer

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 & Equalities Manager	06/07/2023

6. Publishing	
<p>This screening document will act as evidence that due regard to equality and diversity has been given.</p> <p>If this screening 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.</p> <p>A copy of <b>all</b> screenings 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.</p>	
<b>Date screening completed</b>	06/07/2023
<b>Report title and date</b>	UK Shared Prosperity Fund proposals – 2023/24-2024/25
<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 7 <sup>th</sup> August 2023
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	14 <sup>th</sup> July 2023