

## 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> LGA Corporate Peer Challenge and Action Plan	
<b>Directorate:</b> Assistant Chief Executive	<b>Service area:</b> Policy, Performance and Intelligence
<b>Lead person:</b> Fiona Boden	<b>Contact:</b> Simon Dennis
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>	
Reporting the result of an external inspection and obtaining Cabinet’s approval to a high level action plan.	

2. Please provide a brief description of what you are screening
The LGA Corporate Peer Challenge (CPC) took place between 5 – 8 June 2023 and the findings were received in August 2023 (see Appendix 1 of the main report). In response to the findings the Council has produced a high-level Action Plan (see Appendix 2) for approval by Cabinet.

### 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>	✓	
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>		✓
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>	✓	
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>		✓
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>	✓	
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>		✓

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 publication of the LGA report has no direct impact in itself on Council Services and accessibility. However, the high-level action plan will lead to impacts on equalities as the actions either involve both continuing to deliver initiatives already in place or prompt the development of a more detailed action for the future. Any future initiatives or events arising from the plan should be subject to their own separate assessment.

- **Key findings**

Whilst the overall publication of the report does not impact on equalities, there are specific actions in the high-level action plan that could have an equalities implication. These include, but are not limited to:

- The need to ensure that the wider celebration event for the workforce and any stakeholder event is held in a way to enable all employees to participate irrespective of protected characteristics.
- The action to "Hold an event to bring stakeholders together, to capture people's views to help update the Rotherham Story and have a positive place narrative for the borough" needs to ensure that all relevant stakeholders are appropriately engaged and this event will need to be carried out in line with the requirements of the Consultation and Engagement Toolkit.
- The need to ensure that the response to recommendation 4 of the Peer Challenge (which requires the development of effective pathways and mechanisms for local people, especially young people) effectively addresses the need to ensure any pathway specifically addresses all protected characteristics and not just young people.
- The improvement of outcomes for all residents, required as part of recommendation 6, needs the Council to ensure that improved outcomes and customer experience is delivered irrespective of the protected characteristics of those residents.

Any further consultation that is required as part of the response to the action plan will be delivered in line with the Consultation and Engagement Toolkit and these outcomes will inform future the equalities assessments connected to those actions.

<ul style="list-style-type: none"> <li><b>Actions</b></li> </ul> <p>A full Equality Analysis will be completed once the detailed action plan has been produced. This will be done following the consultation event in November 2023. Should any of the listed actions require a separate Cabinet decision, they will be subject to a separate Equality Analysis in the usual manner.</p>	
Date to scope and plan your Equality Analysis:	November 2023
Date to complete your Equality Analysis:	January 2024
Lead person for your Equality Analysis (Include name and job title):	Simon Dennis Corporate Improvement and Risk Manager

5. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening:		
Name	Job title	Date
Fiona Boden	Head of Policy, Performance and Intelligence	23/8/23

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>	22/8/23
<b>Report title and date</b>	LGA Corporate Peer Challenge and Action Plan 18 <sup>th</sup> September 2023
<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 report 18 <sup>th</sup> September 2023 – publication date 4 <sup>th</sup> September 2023
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	23 <sup>rd</sup> September 2023