

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	
Approval of the allocation of Multiply Grants for 2023/24 and 2024/25	
Directorate: R&E	Service area: RiDO
Lead person: Simeon Leach – Economic Strategy and Partnerships Manager	Contact number: 0794 990 1043 Simeon.leach@rotherham.gov.uk
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify: It is to receive a grant to deliver numeracy training, mainly through 3 rd party organisations.	

2. Please provide a brief description of what you are screening
The Council has been given £408,000 grants by SYMCA, for both 2023/24 and 2024/25 to deliver numeracy support and training in Rotherham. Acceptance of the grant has been approved by Cabinet and this officer decision is for approval of grants to a number of delivery organisations. Where possible these will be from

Rotherham's vol/comm sector, with delivery in local communities wherever possible which we are seeking approval for.

Any unspent money will be lost, so it is important that the spend is maximised.

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?**

We will be looking for Rotherham Vol/Comm organisations to deliver activity in localities, with an emphasis on engaging with the hardest to reach groups and those furthest from the employment market. Would therefore expect for this to have a positive effect on equality and diversity

- **Key findings**

The whole ethos of Multiply is to assist those who are struggling with poor numeracy skills, not just in securing employment, but also effecting other areas of their lives.

Specific programme outcomes that the activity must deliver includes:

- Courses for parents wanting to increase their numeracy skills in order to help their children and help with their own progression.
- Numeracy activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need.
- In-work numeracy through ESOL
- Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in numeracy order to access a certain job/career.

- **Actions**

Call for bids will focus heavily on the need for the activity to focus on those areas and communities that are most disengaged. Initial activity will be engagement and confidence building, with any move to formal learning and qualifications not expected until learners are ready and properly prepared

Date to scope and plan your Equality Analysis:

31st August 2023

Date to complete your Equality Analysis:

31st December 2023

Lead person for your Equality Analysis (Include name and job title):	Simeon Leach Economic Strategy Manager
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5. Governance, ownership and approval

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

Name	Job title	Date
Simeon Leach	Economic Strategy and Partnerships Manager	18/08/23
Tim O'Connell	Head of RiDO	18/08/23
Louise Robinson	Multiply Manager	18/08/23

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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	18 th August 2023
Report title and date	Approval of the allocation of Multiply Grants for 2023/24 and 2024/25 31 st August 2023
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Delegated Officer decision
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	18 th August 2023