

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	
Equality Analysis title: Approval of the allocation of Multiply Grants for 2023/24 and 2024/25	
Date of Equality Analysis (EA): 18 August 2023	
Directorate: Regeneration and Environment	Service area: Planning Regeneration and Transport
Lead Manager: Simeon Leach	Contact number: 0794 990 1043
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify	

This is agreeing the awarding of grants to a range of organisations to deliver the Multiply numeracy programme within Rotherham

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 (e.g., service user, managers, service specialist)
Tim O’Connell	RiDO	Manager
Simeon Leach	RiDO	Economic Partnerships & Startegy Manager
Louise Robinson	RiDO	Multiply 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, other groups or stakeholder/s e.g., service users, employees, partners, members, suppliers etc.)

The Multiply grant is to fund numeracy support and training for Rotherham residents aged 19+, who don’t currently have a Level 2 qualification. It is recognised that delivery needs to happen within local communities and that high levels of engagement and confidence building support will be required before a number of recipients are able to move into more formal training

The following key stakeholders, have been identified for the Multiply programme:

- Local residents
- Voluntary and Community sector organisations
- Businesses – focus on green, care and construction sectors
- RNN
- Other training providers
- RMBC Staff
- Elected Members

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

Contextual information from a range of sources, including the Council Plan consultation:

Population

- Rotherham has a population of 265,000 of which 2,662 are resident in the town centre (mid-2020 estimates taken from ONS)
- The population is ageing; Rotherham has 52,000 people aged 65 years or over or 19.7% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.
- Rotherham's BAME population is very concentrated in the inner areas of the town whilst the outer areas were 96% White British in 2011. 42% of BAME 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%.
- The age and gender profile of the town centre population is set out below

Age range	Male	Female	TOTAL
0-15	248	221	469
16-29	380	303	683
30-44	464	280	744
45-64	364	159	523
65+	124	119	243
All Ages	1,580	1,082	2,662

Health and Wellbeing

- Rotherham had 56,588 people with a limiting long-term health problem or disability in 2011, with 11.3% saying this limits their activity a lot, compared with the average of 8.3% nationally.
- In the Council Plan consultation, in response to the question on what would have the biggest positive impact on wellbeing and quality of life, men (30%) and those without a disability (27%) were more likely to state environmental improvements (23% overall), while more women and those with a disability stated, 'More things to do in the community' (16% women, 22% with disability, 13% overall).

Economy

- Rotherham has a polarised geography of deprivation and affluence with the most deprived communities concentrated in the central area whilst the most affluent areas are to the south, although the overall pattern is complex.
- In the consultation for the Council Plan, 45% of respondents stated there were not enough job opportunities in their area, as opposed to 19% who stated there were enough. Those with no disabilities were more likely to state there were enough job opportunities in their area (21%) than those with disabilities (15%), with female respondents more likely to be unsure about the opportunities (37%), than men (32%).

<p>Are there any gaps in the information that you are aware of? We have information on the levels of qualifications that Rotherham residents have, but this isn't broken down to more detailed demographics.</p> <p>We are working with colleagues at SYMCA to see if there is any more information that we can access with regard to employment and skills and the wider economic agenda.</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>We have information (suitably anonymised) on all residents assisted by the project in Year 1, including their protected characteristics. This was used to help better target the support funded by Multiply in Years 2 and 3, filling identified gaps in delivery</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Meeting was held with relevant delivery organisations for the activity in Year 1, to learn any lessons that could be used moving forward.</p> <p>The E&S Board of the RTP have been kept informed of Multiply and its progress.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Regular meetings are held with teams from across the Council on the employment and skills agenda, including colleagues from Adults, CYPS and Partnerships services</p>

<p>4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)</p>	
<p>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)</p> <p>In developing and progressing Rotherham's Multiply programme consideration has been given to the needs of a broad range of groups of people including those with protected characteristics who could benefit from improving their numeracy skills, for securing and progressing in employment, but also their day to day lives.</p>	
<p>Does your Policy/Service present any problems or barriers to communities or Groups?</p> <p>No</p>	

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

Delivery of the Multiply programme will provide an inclusive, safe and welcoming environment for all learners, with no pressure for them to move to formal learning until they are ready

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)

The project is expected to be neutral in terms of community relations.

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

Title of analysis: Approval of the allocation of Multiply Grants for 2023/24 and 2024/25
Directorate and service area: R&E
Lead Manager: Simeon Leach
Summary of findings:
Multiply will focus on those with poor numeracy skills and as such often being further from the employment market. It engages with these people, help build their confidence and hopefully eventually become involved in more formal learning

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Further consultation with protected characteristic groups	All	Ongoing
Monthly reports received on spend and outputs/outcomes. These will be used to ensure that as wide a range of beneficiaries as possible are supported	All	Ongoing

*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
Simon Moss	Assistant Director Planning Regeneration and Transport	18/08/23

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 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 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 Equality Analysis completed	18/08/23
Report title and date	Approval of the allocation of Multiply Grants for 2023/24 and 2024/25
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	18/08/23