

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: Refresh of Thriving Neighbourhoods Strategy – 2018-2025	
Date of Equality Analysis (EA): 13th October 2023	
Directorate: ACEX	Service area: Neighbourhoods
Lead Manager: Martin Hughes	Contact number: 07766442269
Is this a: <input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other If other, please specify	

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 (eg service user, managers, service specialist)
Martin Hughes	RMBC	Head of Neighbourhoods
Andrea Peers	RMBC	Senior Neighbourhood Co-ordinator
Shaun Mirfield	RMBC	Senior Neighbourhood Co-ordinator
Nicola Hacking	RMBC	Senior Neighbourhood Co-ordinator

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope

The Council Plan (2022-25) 'Every Neighbourhood Thriving' theme states -

'Our vision for Rotherham is for every neighbourhood to be a thriving neighbourhood, where people are able to work together to achieve a good quality of life. We want to work with local people to find solutions to local issues and to build on our heritage and assets. We will help create vibrant communities in which people feel happy, safe and proud. To do this, we will make it easier to get involved in the local community, work closely with our partners and local voluntary and community groups, enhance our town and village centres, green spaces and libraries, and effectively tackle community issues'

The refreshed Thriving Neighbourhoods Strategy (2018-25) (Appendix 1) provides the framework for our Neighbourhood Working model which supports Elected Members in their community leadership role in order to achieve -

- Neighbourhoods that are **safe and welcoming** with good community spirit
- Residents are **happy, healthy** and loving where they live with
- Residents have the opportunity to use their **strengths, knowledge and skills** to achieve what is important to them

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

Ward Data

Each year Elected Members are provided data for their ward which contributes to the setting of their ward priorities and plans. The data provided includes –

- Population
- Ethnicity
- Housing and Households
- Employment, Benefits and Pension
- General Health and Disability
- Lifestyles and Specific Health Issues
- Education
- Crime and Anti-social Behaviour
- Index of Multiple Deprivation 2015 and 2019

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

Thriving Neighbourhoods Delivery Plan and Neighbourhoods Service Plan

In the past there were some processes in place to involve and engage with communities with protected characteristics (through ward planning, specific issue-based conversations and support local community organisations) it was neither consistent, recorded or measured. How this is being addressed is captured in the Thriving Neighbourhoods Delivery Plan (Appendix 2) and Neighbourhoods Service Plan. This includes -

Development of Ward Priorities and Plans –

- Ward profiles using census and other available data helping to identify local demographics and inform ward priorities
- Supporting organisations that work with communities with protected characteristics to get involved in the identification of local priorities and the delivery of any agreed action
- Ward Communication and Engagement Plans have been developed in line with ward priorities. These include a specific equalities section which will capture how we engage with communities with protected characteristics

Community groups / events

- Continue to provide consistent support for a range of groups/organisations that work with and support groups with protected characteristics to achieve their aims and objectives, e.g. facilities for youth people, activities and trips for older people, engagement events for BAME communities
- Organise and support community events that, amongst other things, aim to bring communities of place together to build good community relations

Targeted engagement and conversations –

- Continue working with VCS to ensure there are ongoing mechanisms for communities with protected characteristics to have conversations with councillors and service providers to inform the delivery of accessible and responsive services that meet diverse needs.
- Support conversations on specific issues, programmes, projects, etc. e.g. engagement with BAME residents around autumn vaccinations programme
- Promoting good news stories and events that inspire communities with protected characteristics

Thriving Neighbourhoods Consultation

The Delivery Plan has been informed by consultation that also promoted the Strategy and helped inform the setting of the 2023/24 ward priorities. This took place between March and May 2023 and involved a range of community-based meetings, presentations and drop-ins across all 25 wards as well as an online questionnaire. 400 residents contributed either online or at a ward event. A summary of the findings (including equalities data) is captured in Appendix 3.

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

Service performance indicators include supporting those with protected characteristics. This will identify any gaps and allow the service to take corrective action.

Case studies and stories are included in Elected Members reports to council and the monthly ward e-bulletins. This not only celebrates activity and events but helps to identify areas of good practice and also areas for improvement.

Where possible, ward budget spending will indicate investment into groups, activities and services that target different communities and protected characteristic groups.

<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Consultation with local communities took place between March and May 2023 and involved a range of community-based meetings, presentations and drop-ins across all 25 wards as well as an online questionnaire. These events were not targeted at those with protected characteristics</p> <p>400 residents contributed either online or at a ward event. A summary of the findings is captured in Appendix 3.</p>
<p>Engagement undertaken with staff (date and group(s)consulted and key findings)</p>	<p>None</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?

The Thriving Neighbourhoods Strategy and Delivery Plan helps to deliver all the themes in the council plan, particularly ‘Every Neighbourhood Thriving’. The Strategy aims to ensure –

- Neighbourhoods are safe and welcoming with good community spirit
- Residents are happy, healthy and loving where they live with
- Residents have the opportunity to use their strengths, knowledge and skills to achieve what is important to them

A **strengths-based approach** underpins the Strategy, Delivery Plan and the Neighbourhood Working model. This recognises and builds on the skills, resources, knowledge, experience and heritage within our communities and empowers residents to find creative solutions to the local issues that matter most to them.

It commits the council to:

- Placing communities at the heart of everything we do

- Always ask and listen to ensure we are addressing the things that matter to residents
- Be innovative in how we involve residents so that it maximises their skills and knowledge
- Problem solve collaboratively with communities
- 'Work with' communities and not 'doing to' them
- Identify and support the motivation to act within communities
- Nurture relationships within neighbourhoods
- Build the capacity and resilience of the community and local community organisations

Championing this approach Elected Members and the Neighbourhoods Team will work with other council services and partners to ensure that the needs of different communities and groups are met via -

Development of Ward Priorities and Plans –

- Ward profiles using census and other available data helping to identify local demographics and inform ward priorities
- Supporting organisations that work with communities with protected characteristics to get involved in the identification of local priorities and the delivery of any agreed action
- Ward Communication and Engagement Plans have been developed in line with ward priorities. These include a specific equalities section which will capture how we engage with communities with protected characteristics

Community groups / events

- Continue to provide consistent support for a range of groups/organisations that work with and support groups with protected characteristics to achieve their aims and objectives, e.g. facilities for youth people, activities and trips for older people, engagement events for BAME communities
- Organise and support community events that, amongst other things, aim to bring communities of place together to build good community relations

Targeted engagement and conversations –

- Continue working with VCS to ensure there are ongoing mechanisms for communities with protected characteristics to have conversations with councillors and service providers to inform the delivery of accessible and responsive services that meet diverse needs.
- Support conversations on specific issues, programmes, projects, etc. e.g. engagement with BAME residents around autumn vaccinations programme
- Promoting good news stories and events that inspire communities with protected characteristics

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

No problems or barriers have been identified

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

Yes. Detailed above.

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)

No negative impacts expected

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: Refresh of Thriving Neighbourhoods Strategy – 2018-2025
Directorate and service area: ACEX, Neighbourhoods
Lead Manager: Martin Hughes
Summary of findings:
The Thriving Neighbourhoods Strategy and Delivery Plan addresses issues of equality by illustrating how the Council will engage and work with those with protected characteristics on issues that are important to them and supporting them to maximise their strengths, skills and knowledge.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor Service Performance Indicators	All	Quarterly
Annual Report to be presented to Improving Places Select Commission	All	June 2024

***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
Jo Brown	Assistant Chief Exec	13 th October 2023
Cllr. Sarah Allen	Deputy Leader and Cabinet Member for Neighbourhoods	13 th October 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 **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	13 th October 2023
Report title and date	Refresh of Thriving Neighbourhoods Strategy – 2018-2025
Date report sent for publication	13 th October 2023
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	13 th October 2023