

## 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: Crisis Support 2024 - 27</b>            |   |
| <b>Directorate: ACX</b>                           | <b>Service area: PPI</b>                                      |
| <b>Lead person: Steve Eling</b>                   | <b>Contact: 54419</b>   |
| Is this a:  |   |
| <input type="checkbox"/> <b>Strategy / Policy</b> | <input checked="" type="checkbox"/> <b>Service / Function</b> |
|   | <input type="checkbox"/> <b>Other</b>                         |
| <b>If other, please specify</b>                   |   |

| 2. Please provide a brief description of what you are screening   |
|---|
| The current arrangements for delivering Crisis Support; Crisis Loans; Crisis Food and support for the Food in Crisis Partnership expire at the end of March 2024.   |
| The proposals enable provision of provide Crisis Support for three years 2024/25 to 2026/27 through Local VCS organisations. To progress this a co-designed model has been developed under the terms of the Rotherham Compact. The next steps will be to co-produce a service level agreement for delivery with VCS partners. |

| 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?<br><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?<br><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?<br><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?<br><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?<br><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?<br><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?**

This is a development and continuation of existing provision. Crisis support by its very nature supports the most vulnerable people in society and impacted by inequalities.

- **Key findings**

Maintaining crisis provision will mitigate against adverse equalities implications. A range of VCS organisations close to communities provide crisis support, tackling inequalities through the services they provide. Equalities data is collected as part of the delivery of crisis support which assists in understanding derivation impacts and needs within communities.

- **Actions**

The co-design process has enabled the broad range of issues relating to crisis support to be taken into account, building on past experience and data available through the preferred model recommended to Cabinet. It has enabled a model to be developed that focuses support at crisis whilst also providing a route into holistic support that will help people to avoid repeat crisis in future.

The final details of the model for delivery and SLA will ensure that equalities provisions are incorporated into the delivery model. The co-production and SLA is scheduled to be completed by February 2024 which will include an equality analysis.

|  |                          |
|--|--------------------------|
| Date to scope and plan your Equality Analysis: | By end of November 2023. |
|--|--------------------------|

|  |                   |
|--|-------------------|
| Date to complete your Equality Analysis: | By February 2024. |
|--|-------------------|

|   |   |
|---|---|
| Lead person for your Equality Analysis<br>(Include name and job title): | Steve Eling<br>Policy and Equalities Manager. |
|---|---|

## 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 and Equalities Manager | 15 <sup>th</sup> September 2023 |

## 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](mailto: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.

|  |  |
|--|--|
| <b>Date screening completed</b>  | 15 <sup>th</sup> September 2023        |
| <b>Report title and date</b>   | Crisis Support 2024 - 2027             |
| <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 20 <sup>th</sup> November 2023 |
| <b>Date screening sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>                        | 26 <sup>th</sup> October 2023          |