

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: Cabinet's Response to the Scrutiny Review Recommendations– Modern Slavery	
Date of Equality Analysis (EA): 30 th June 2023	
Directorate: Regeneration and Environment	Service area: Community Safety
Lead Manager: Carol Adamson	Contact number: 07919 302 448
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" 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)
Emma Ellis	RMBC	Head of Service, Head of Community Safety and Regulatory Services.
Carol Adamson	RMBC	Community Safety Service Manager
Steve Parry	RMBC	Community Safety Officer

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, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

Modern slavery is complex, serious and often related to organised crime. Under Section 17 of the Crime and Disorder Act, councils have a duty to do all that they can to prevent crime and disorder in their areas, which will include tackling modern slavery and human trafficking.

In 2019, the Safer Rotherham Partnership (SRP) adopted Modern Slavery as one of its key crime and disorder priorities. This priority has been retained in the Partnership’s current three-year plan.

Tackling modern slavery and human trafficking falls within the Protecting Vulnerable Adults Priority of the SRP. Performance and data is reported to the SRP Board quarterly and part of the overall SRP Performance Dashboard.

Between April 2020 and March 2023 there were 124 potential victims of modern slavery referrals made to the National Referral Mechanism (NRM) from Rotherham. This number is across all agencies.

What equality information is available? (Include any engagement undertaken)
 Throughout the development of the SRP Partnership Plan, comprehensive risk assessment and data analysis, taking into account crime and partner data (which includes victim and offender demographic information), was assessed using the Management of Risk Assessment in Law Enforcement (MoRiLE) tool. This process included the protection of vulnerable people and modern slavery and human trafficking.

As part of our activity to tackle modern slavery and human trafficking, comprehensive and detailed data is available covering all victim and potential victim elements and characteristics, monitored and reported through to the SRP Board as part of the overall performance management process.

<p>Are there any gaps in the information that you are aware of?</p> <p>Modern Slavery is often a hidden crime; therefore, the full extent of crime and victims in the Borough is not fully known. Action is taking place to increase awareness, reporting and intelligence.</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>Tackling modern slavery and human trafficking is an element of the Protecting Vulnerable Adults priority for the SRP with its own performance indicators within the SRP Plan that are monitored by strategic theme leads and reported to the SRP Board quarterly.</p> <p>The SRP is a member of the wider South Yorkshire Modern Slavery Partnership which includes the sharing and monitoring of intelligence and information covering all aspects of modern slavery and human trafficking.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>As part of the wider development of the SRP Partnership Plan:</p> <p>The public online survey was open from 7 February 2022 to 4 March 2022. The purpose of the survey was to:</p> <ul style="list-style-type: none"> • Confirm the proposed overarching priorities for 2022-25. • Identify the types of partnership responses that are most important to stakeholders under each priority to inform action planning. • Identify any important community safety issues not addressed by the proposed priorities. <p>Detailed outcomes are available. A summary is below: The online survey identified that the most important actions the public wanted to see were to:</p> <ol style="list-style-type: none"> 1. Increase prevention and early intervention initiatives. 2. Improve support services for victims and families. 3. Take action to disrupt potential offenders. <p>Analysis of the survey outcomes by protected characteristic groups was consistent with the overall outcomes as above. There were some differences:</p> <ul style="list-style-type: none"> • Women and young people placed more importance on support services to increase confidence in reporting neighbourhood crime. • People from ethnic minority groups placed more importance on understanding crimes from the victim’s perspective.

	<ul style="list-style-type: none"> • Older people placed more importance on training staff to spot signs of abuse and crime and reporting it swiftly. • People from ethnic minority groups placed more importance on public awareness campaigns about child abuse and exploitation. • Males were generally more supportive than other groups of understanding why offenders commit crimes. <p>Focus groups held from January to March 2022 with protected characteristic groups provided more detailed qualitative information that confirmed the key priorities and were used to inform the development of delivery plans, including modern slavery and human trafficking.</p> <p>Focus groups held from January to March 2022 with protected characteristic groups provided more detailed qualitative information that confirmed the key priorities and was used to inform the development of delivery plans.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>In response to the OSMB scrutiny review, a Council internal steering group has been established to take forward the recommendations and to improve the council’s response to Modern Slavery. The first meeting was held on 29 June 2023. Members included representatives from adult and children’s social care services, housing, licensing, procurement, Neighbourhoods and community safety.</p> <p>A meeting was held with the South Yorkshire Modern Slavery Coordinator from Ashiana, on 28 June 2023 in relation to victim’s needs and how South Yorkshire strategic priorities can help address needs. Training and education was identified as a priority for action.</p> <p>As part of the development of the SRP Plan 2022-2025 and SRP priority review, staff from partner organisations provided data and information for the MoRiLE analysis (referred to above) from June to September 2021 and were also invited to complete the SRP’s online consultation survey. Strategic leaders from across the partnership were consulted via meetings and a separate online survey from 7 February 2022 to 24 March 2022. These partners included Cabinet Members, Elected Members and members of the following boards/groups:</p> <ul style="list-style-type: none"> • Safeguarding Children Partnership • Safeguarding Adults Board

	<ul style="list-style-type: none"> • Health and Wellbeing Board • Strategic Housing Forum • Business Growth Board • Safer Rotherham Partnership priority groups <p>The top 4 actions identified by strategic partners were:</p> <ol style="list-style-type: none"> 1. Increased prevention and early identification. 2. Train staff in all agencies to identify the signs of abuse and crime and ensure they know how to report it swiftly and through the correct channels. 3. Take action to disrupt potential offenders. 4. Improve support for victims and families. <p>Safer Rotherham Partnership Board strategic priority leads were involved in MoRiLE risk assessment and priority setting workshops in Nov-Dec, and regular reports and approvals were sought from the SRP Board at each stage of the SRP Plan and priority development from August 2021 to April 2022.</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? (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)

The Safer Rotherham Partnership Plan which includes a commitment to tackling modern slavery and human trafficking, meets the needs of different communities and groups by driving action to achieve its key priorities which are fully inclusive of the above protected characteristic groups.

There are also clear links to the following Council Plan themes:

- People are safe, healthy, and live well
- Every child able to fulfil their potential

In addition, addressing the recommendations link explicitly to the SRP priorities 2022 – 2025 of:

Protecting Vulnerable Children

- Work together with partners and the public to reduce the risk of child sexual exploitation (CSE) and child criminal exploitation (CCE) ensure accurate recording of investigations and quality outcomes.

<ul style="list-style-type: none">• Increase understanding of CSE and CCE, reporting, and responses, with professionals and the public through training and awareness raising.• Increase understanding of CSE and CCE, how it affects our communities and how our actions as a partnership improve the lives of children. <p>Protecting Vulnerable Adults:</p> <ul style="list-style-type: none">• Protecting and supporting vulnerable adults from harm, crime and becoming victims of exploitation as well as preventing them from becoming victims of modern slavery.
<p>Does your Policy/Service present any problems or barriers to communities or Groups?</p> <p>None identified.</p>
<p>Does the Service/Policy provide any positive impact/s including improvements or remove barriers?</p> <p>The SRP plan identifies and puts in place actions to protect the most vulnerable people and communities within the Borough, including victims and potential victims of modern slavery and human trafficking. In developing action plans to achieve objectives, barriers identified through the MoRiLE analysis and consultation will be addressed, for example in relation to access to services, access to the criminal justice system and prevention and early intervention support.</p>
<p>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)</p> <p>A key priority/aim of the SRP plan is building safer and stronger communities, where people from different backgrounds get on well together. Modern slavery and associated action plans will drive action to raise awareness of exploitation and will aim to engage people and organisations in Rotherham in protecting people from exploitation. It will also drive work to build resilience in communities and with young people to counter prejudice, stereotypes and harmful influences.</p>

5. Summary of findings and Equality Analysis Action Plan

Title of analysis: Cabinets response to the scrutiny review – Modern Slavery
Directorate and service area: Regeneration and Environment
Lead Manager: Emma Ellis
Summary of findings:
The accepted recommendations and subsequent action plan within the report sets out the action that will be taken to protect victims and potential victims of modern slavery.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Performance information will be monitored on a quarterly basis to ensure actions achieve their intended impacts on communities/protected characteristic groups.	All groups listed below	June 2023 – March 2025

***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
Paul Woodcock	Strategic Director, RES	

Appendix 3

Cllr Saghir Alam	Cabinet Member for Corporate Services, Community Safety and Finance	
------------------	--	--

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	30 June 2023
Report title and date	Cabinets response to the scrutiny review – Modern Slavery
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	5 July 2023