

### Equalities, Diversity and Inclusion Action Plan 2024/25

Understanding, listening to and working with Rotherham's communities					
How we will get there	Activity	Action/s to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for delivery	Key milestone dates (Qtr)	Service lead	Council Plan/ Year Ahead Delivery Plan (YADP) activity?
<b>Work with communities on the things that matter to them</b>	Produce ward plans with ward priorities informed by local communities. YADP ref 1.1	<p>Use new ward profiles which include the census data and other local demographics to help inform future ward priorities – May 2024.</p> <p>Support organisations that work with communities with protected characteristics to continually get involved in the identification of local priorities and the delivery of any agreed actions – Ongoing.</p> <p>Develop Ward Plans which include details as to how we will engage with communities with protected characteristics – November 2024.</p>	Qtr 3	Neighbourhoods	x
	Complete Phase 1 of the Local Neighbourhood Road Safety (LNRS) programme to design and implement new neighbourhood road safety measures in 13 Wards YADP ref 1.2	Small transport schemes, as delivered through the LNRS programme, encompasses initiatives such as pedestrian crossings, lower speed limits, and improved access to local services. These can effectively advance EDI objectives within communities by prioritising pedestrian safety through well-marked crossings and reduced vehicle speeds. These schemes ensure equitable access to public spaces for individuals of all ages and abilities. Additionally, enhancing access to	Qtr 4	Planning, Regeneration and Transport	x

		local services, such as healthcare facilities and educational institutions, supports inclusivity by reducing barriers to essential resources. Moreover, community engagement initiatives and targeted outreach efforts can empower marginalised groups, amplifying their voices in transportation planning and decision-making processes. Through these measures, these projects not only enhance mobility but also foster more equitable and inclusive environments for all residents.			
	Design and implement new pedestrian crossings at; a) Upper Wortley Road b) Cortonwood c) Swallownest A57 YADP ref 1.3	The schemes will provide a pedestrian crossing facility, featuring well-marked crosswalks, audible signals, and curb ramps, ensures equitable access to roadways for individuals of all abilities. By prioritising pedestrian safety and convenience, such facilities promote inclusivity and diversity in urban spaces, allowing people from diverse backgrounds to navigate their communities safely and independently.  Engaging community feedback and considering diverse needs during the planning and design stages further enhances the effectiveness of pedestrian crossing facilities in fostering equality and inclusion.	Qtr 1 Qtr 3 Qtr 4		x
<b>Residents, organisations and businesses use their skills and resources to help others</b>	Develop and deliver a phase 1 action plan that ensures the Council and its partners are maximising opportunities to join-up activities and initiatives in the three locality areas of the borough YADP ref 1.4	Thriving Neighbourhoods Place-Based Project Board to ensure communities with protected characteristics are considered when delivering integrated services, and targeted interventions take place as and when required.	Qtr 2	Neighbourhoods	x

<b>Neighbourhoods are welcoming and safe</b>	Deliver a full review of Public Space Protection Orders (PSPO), including a review of enforcement capacity and outcomes achieved. YADP ref 1.5	Equality impacts will be considered as part of the refresh of the PSPO. Consultation on the refreshed strategy will be undertaken with our partners, including elected members, statutory partners, voluntary and community organisations, business representatives and members of the public.  The current order is due to expire in January 2025 and therefore the final decision as to whether to implement a new order must be taken by December 2024.	Qtr 3	Community Safety & Street Scene	x
	Develop a new Community Safety Strategy for 2025 – 2028 YADP ref 1.7	Equalities impacts will be considered as part of the refresh of the strategy. Consultation on the refreshed strategy will be undertaken with our partners, including voluntary and community organisations, business representatives and members of the public.	Qtr 3		x
<b>People feel empowered, safe, and live independently for as long as possible</b>	Implement an engagement forum where residents can co-design adult social care services to ensure their experiences shape the future delivery of services. YADP ref 2.6	This approach will enable a continuous dialogue with people with lived experience of social care, contributing and aiding the development of strategies and services.	Qtr 1	Adult Care and Integration	
<b>Children and young people have fun things to do and safe places to go</b>	Conduct consultation with children, parents, and carers regarding the restoration of the water splash at Clifton Park and commission a supplier to undertake the work. YADP ref 3.11	An Equalities Impact Assessment will be produced to ensure that the offer is as inclusive as possible, within the constraints of the existing footprint and resources.	Qtr 4	Culture, Sport and Tourism	x

	<p>Work with Children and young people across the borough to co-produce and launch the Children's Capital of Culture 2025 programme. YADP ref 3.8</p>	<p>The Children's Capital of Culture programme has a detailed Equalities Impact Assessment and Action Plan underpinning its activities.</p> <p>The associated action plan includes measures to support inclusion such as:</p> <ul style="list-style-type: none"> <li>• Targeted promotion of Children's Capital of Culture opportunities to local SEND educational settings and across SEND groups / networks</li> <li>• Partner with specialist organisations to develop and deliver targeted programmes that meet the individual needs of neurodiverse/SEND children and young people</li> <li>• Embed appropriate gender inclusive practice, as recommended by the training and in accordance with equalities legislation, into recruitment, selection, induction, and employment processes</li> <li>• Deliver an events programme that specifically celebrates, represents and meets the need of gender diverse communities (e.g., WOW Rotherham, Rotherham Pride), and ensure diverse representation across all creative programming</li> <li>• Targeted promotion of Children's Capital of Culture opportunities to local groups / networks who work specifically with Global Majority communities, and to local educational settings with a high proportion of Global Majority students</li> <li>• Deliver an events programme that specifically celebrates, represents and meets the need of Global Majority communities (e.g., Ferham Festival)</li> </ul>	Qtr 4	Culture, Sport and Tourism	x
	<p>Start the new three-year Children's Playgrounds</p>	<p>An Equalities Impact Assessment will be produced for the Children's Playgrounds Programme, to ensure that the offer is as inclusive as possible by</p>	Qtr 4	Culture, Sport and Tourism	x

	Programme and deliver the first scheme. YADP ref 3.9	including accessible play equipment in as many schemes within the plan as possible, where space allows.			
<b>Delivering regeneration schemes that bring investment and opportunity, both in Rotherham town centre and in our towns and villages</b>	Progress redevelopment plans for Wath Library and Dinnington High St into detailed design and planning submission. YADP ref 4.9	Extensive community engagement has been and will continue to be undertaken on both projects. Adjustments have been made to both projects to account for comments received which will improve inclusivity at both sites.	Qtr 3	Planning, Regeneration and Transportation	x
<b>Equalities, Diversity and Inclusion action plan</b>	Host an annual EDI event	Host the first of what is proposed to be an annual event that reflects on the borough's EDI achievements. This should include providing an opportunity to reflect on the lived experience of those with protected characteristics in addition to the work around being an employer of choice.	Qtr 3	Organisational Development and Change and Policy, Performance and Intelligence	
	Improve communities' data and intelligence	Establish a deeper understanding of the differences between the equality profiles of the local area and how that translates to inequalities for different groups , to enable Council services to consider and tackle when designing and delivering services and initiatives	Qtr 4	Organisational Development and Change	
	Engagement in events and creation of database	Fostering and sustaining good community relations through organising annual community events, facilitating discussions on individual protected characteristics, promoting community dialogue and reviewing the community reference group.	Qtr 4	Organisational Development and Change	

## Delivering accessible and responsive services that meet diverse needs

How we will get there	Activity	Action/s to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for delivery	Key milestone dates (Qtr)	Service lead	Council Plan/ YADP activity?
<b>People feel empowered, safe, and live independently for as long as possible</b>	Launch the new Learning Disabilities Strategy which sets out Rotherham's aspirations for people with a learning disability. YADP ref 2.3	The strategy will be available in a range of formats to ensure it is fully accessible.	Qtr 1	Adult Care and Integration	x
	Start the building groundwork for Castle View Day Service which will provide new day opportunities for people with high support needs. YADP ref 2.4	Delivers service provision for those people with the most complex needs to support achievement of their personal outcomes and long-term life changing goals.	Qtr 4		x
	Launch the new All Age Autism Strategy which sets out aspirations for autistic people living and working in Rotherham. YADP ref 2.5	The strategy will be available in a range of formats to ensure it is fully accessible.	Qtr 1		x
	Complete a review of the new Domestic Abuse delivery model following implementation in 2022. YADP ref 2.7	Equality impacts will be considered during the review of the new Domestic Abuse delivery model and will align with the work to actively seek the views of victims and survivors who are accessing the service.  Data is now collated in relation to protected characteristics of victims accessing the services to ensure that over and under representation is reviewed regularly at the governance groups.	Qtr 4	Community Safety & Street Scene	x

<b>People can access affordable, decent housing</b>	Expand the Council's Temporary Accommodation by at least 16 homes. YADP ref 2.9	Increasing the supply of good quality accommodation will help to meet the diverse needs of homeless households by providing appropriate temporary accommodation and support services. For vulnerable households living in the accommodation this direct action will help to address their diverse needs, enhance their homelessness experience, provide an opportunity to achieve positive outcomes and achieve sustainable housing solutions.	Qtr 3	Housing	x
	Continue to deliver the Housing Growth Programme on the Council's commitment to build hundreds of new homes by 2026 YADP ref 2.10	Increasing the number and quality of homes in the Borough, enables a wider choice for tenants in meeting their needs whether it be access, location and/or reducing the costs of living.	Qtr 4		x
	Hold targeted events to strengthen partnerships and promote opportunities for local housing investment and delivery YADP ref 2.11	Additional affordable housing will help address unequal access to good quality, affordable housing.	Qtr 4		x
<b>Neighbourhoods are welcoming and safe</b>	Invest £3m to deliver the repair of unclassified roads and £1.2m to repair footways in the 2024-25 Highway Repair Programme. YADP ref 1.6	Ensuring the highway is safe and accessible are key priorities within the service. Each scheme is planned according to need with consideration to relevant protected characteristics.	Qtr 4	Community Safety & Street Scene	x
<b>Inequalities are addressed and nobody is left behind</b>	Delivery of the Council's Local Council Tax Support Top Up scheme, providing up to £121.96 to working	The delivery of the LCTS Top Up scheme will run across the full year and be accessible to all who meet the scheme criteria.	Qtr 4	Financial Services	x

	households in receipt of council tax support. YADP ref 2.12	Residents will be able to access the scheme through a variety of methods, online forms, letters, or calls to support applications.			
	Delivery of the Council's Energy Crisis Support scheme, providing up to £250 to households that are struggling to meet the cost of their energy bills. YADP ref 2.13	The delivery of the scheme will be accessible to all who meet the scheme criteria.  Residents will be able to access the scheme through a variety of methods, online forms, letters, or calls to support applications.	Qtr 3	Financial Services	x
	Provide food vouchers to children eligible for free school meals, through the household support fund, for school holidays through to October Half Term 2024, in line with the package of measures agreed through the Household Support Fund. YADP ref 2.14	Free School Meals are means tested and a targeted level of support for pupils from low socio – economic background. Schools provide support to families to make sure all eligible families can access this entitlement. This support provides enhanced support to families across holiday periods so that they are not disadvantaged by deprivation.	Qtr 3	Education and Inclusion	x
<b>Children get the best start in life</b>	Commission, set-up and start roll out of Baby Packs Scheme to support families with essential items and child development. YADP ref 3.1	Recognising that many families struggle to access even the most basic necessities. The Baby Packs scheme will provide essential baby items to all new parents in Rotherham, regardless of income or background, to combat inequality and ensure every child has the resources they need. This will improve child health, development, and overall well-being through items that encourage positive parenting, child safety, and parent-child bonding.	Qtr 4	Director of Public Health & Strategic Director for CYPS	x
	Increase the number of families registered with a Family Hub (95% of	An impact assessment has been undertaken which considers accessibility across all communities in Rotherham. A Parent/Carer Panel will shape	Qtr 4	Early Help	x



	families to be registered at a family hub within 6 months of their child's birth). YADP ref 3.2	<p>delivery of the programme and ensure the child and family voice is prominent.</p> <p>Children and families access a range of professionals from different organisations. The work being undertaken on Family Hubs in Children's Centres brings more professionals under one roof, enhancing accessibility.</p> <p>The digital offer widens access to services for those families who do not wish to, are unable to, or have time constraints that prevent them accessing face to face services. Digital programmes are offered in a number of alternative languages.</p>			
<b>Children and young people safe from harm</b>	Provide new homes to make sure looked-after children and young people in Rotherham can stay in the borough. YADP ref 3.3	When developing homes for our children a wide range of factors including protected characteristics and intersectionality, as well as the socio-economic duty are considered.	Qtr 4	Safeguarding	x
<b>Young people feel empowered to succeed and achieve their aspirations</b>	Create seven resource bases to provide additional school places for children with special educational needs. YADP ref 3.4	Improve the quality of provision for children and young people in receipt of an Education, Health and Care Plan.	Qtr 4	Education and Inclusion	x
	Commission building work to develop the Eric Manns building into a new centre for children with special education needs and disabilities. YADP 3.5	The project between Rotherham Parent Carer Forum and Rotherham Council will improve facilities for children with SEND and their families, thereby reducing social isolation and improving wellbeing.	Qtr 3	CYPS or FCS	x

	Engage with all 27 Rotherham secondary schools and colleges, in the South Yorkshire Careers Hub, to enhance careers provision and improve meaningful interactions with the workplace and employers. YADP ref 3.7	The project supports all schools in Rotherham including those serving diverse communities, special educational needs and disabilities (SENDs) and pupil referral units (PRUs). Advisers have completed equality and diversity training and advice provided is bespoke to individual needs, reflecting individual circumstances and requirements.	Qtr 4	Planning, Regeneration and Transportation	x
	Deliver Independent Training to 24 children and young people to increase independence, through the new Home to School Transport Policy. YADP ref 3.6	The Independent Travel Training (ITT) programme is enabling children/young people to travel independently on public transport, thus improving their life skills, employment opportunities and supporting them in preparing for adulthood. Where possible, ITT is now the first offer to new applicants for travel solutions under the Home to School Policy where there is no existing place on a transport route. There are six-monthly award ceremonies that celebrate the success of the children/young people who have graduated the programme where a certificate is presented to them by a Council elected member and the service management team.	Qtr 3	Community Safety & Street Scene	x
<b>A growing economy that provides decent jobs and chances to progress</b>	Deliver a programme of business workshops providing start-up advice and support to 150 attendees from both pre-start and new start businesses. YADP ref 4.1	Workshops are delivered both physically and on-line at a variety of locations and times to maximise accessibility for clients and delivery can be adapted to encourage engagement with protected characteristic groups. Equality, diversity and inclusion is considered in the marketing materials and marketing channels used for promotion of the programme.	Qtr 4	Planning, Regeneration and Transportation	x
<b>Delivering regeneration schemes that bring investment and</b>	Demolish the existing Swinton Library building and move the library service to the redeveloped Customer Service Centre.	The newly refurbished library building incorporates the requirements of the Equality Act 2010, in terms of access and provisions to work within the buildings and be in accordance with the British Standards BS:8300 and Part M of the Building Regulations.	Qtr 1	Planning, Regeneration and Transportation	x

<b>opportunity, both in Rotherham town centre and in our towns and villages</b>	YADP ref 4.7				
	Acting as accountable body, monitor and support partners to deliver projects across Rotherham with funding secured by the Council including: Wentworth Woodhouse Maltby Skills Academy Grimm and Co Gulliver's Skills Academy Magna. YADP ref 4.8	Projects will improve access to leisure and cultural assets for a range of diverse users together with interventions to improve skills within the local community. Impact will be monitored through individual projects and in conjunction with partners.	Qtr 3		x
<b>Working with partners and suppliers to create more local jobs, paid at the Real Living Wage or above, and apprenticeships</b>	Agree with Rotherham Together Partners a 12-month plan to collectively drive the social value agenda and determine governance arrangements to support delivery. YADP ref 4.13	The approach towards working with partners and suppliers will be open and aimed at targeting all sections of society. Consideration will be given to all aspects of the plan as to how the Council can ensure the support, guidance and advice being offered is accessible and inclusive.	Qtr 4	Policy, Performance and Intelligence	x
	Publish for consultation a revised Local Plan Core Strategy Policy to consider Social Value in major planning decisions. YADP ref 4.15	Equalities impact assessment to be undertaken as part of external sustainability assessment of draft Local Plan policy, as required by planning legislation. New policy on Social Value inserted into draft updated Core Strategy for consultation in autumn 2024, pending Cabinet approval. Policy will require developers to submit a Social Value Statement on how major development proposals have been designed to maximise Social Value, and to demonstrate how the development will deliver Social Value throughout its lifecycle.	Qtr 4	Planning, Regeneration and Transport	x
<b>People having</b>	Through the new Employment Hub pathway	The Employment Solutions Service is an external grant funded project which requires data capture a	Qtr 4	Joint Adults & Housing	x

<p><b>opportunities to learn, develop skills and fulfil their potential</b></p>	<p>and Employment Solutions Service, support a minimum of 750 people to access employment (including training, education, apprenticeships, and paid employment). YADP ref 4.16</p>	<p>range of equalities data including gender, age, ethnicity, disability, etc.</p> <p>The service will ensure to meet these monitoring requirements once the official monitoring framework and process is released.</p> <p>Progress will be monitored by the Employment Hub operational group. Data requirements in progress to support future planning and objectives. Work underway to ensure the existing offer is embedded across the Council and wider partners.</p>			
	<p>Utilise the Children’s Capital of Culture programme to support skills development opportunities for young people e.g.:</p> <ul style="list-style-type: none"> <li>• Train and mentor at least 10 Young Artists in Residence</li> <li>• Recruit at least 80 16-to-25-year-olds to work as paid Trainee Young Producers</li> <li>• Support at least 200 young people to achieve Bronze and Silver Arts Award and train 24 Rotherham professionals as Arts Award Advisors.</li> </ul> <p>YADP ref 4.17</p>	<p>The Children’s Capital of Culture programme has a detailed Equalities Impact Assessment and Action Plan underpinning its activities.</p> <p>The associated action plan includes measures to support inclusion such as:</p> <ul style="list-style-type: none"> <li>• Ensure all Children’s Capital of Culture traineeship hosts are acknowledging and respond to access needs as part of their induction, including ensuring they are making trainees aware of and if necessary guiding them through the Access To Work process</li> <li>• Establish rolling (at least monthly) meetings for both the Youth Programming Panel and the programming sub-group of the Cultural Partnership Board to assess these creative programme proposals against the Programming Framework</li> <li>• Establish demographics monitoring frameworks to be used by all programme partners to assess whether the diversity of organisations and artists delivering projects reflects and responds to the communities they are working with</li> <li>• Deliver creative programmes in partnership with specialist support organisations that specifically</li> </ul>	<p>Qtr 4</p>	<p>Culture, Sport and Tourism</p>	<p>x</p>

		celebrate, represent and meet the need of Care Experienced children and young people			
<b>Strengthening digital infrastructure and skills which enable access for all</b>	Work with partners to deliver the Digital Inclusion Strategy as per the agreed action plan. YADP ref 4.18	Ensure the Digital Inclusion strategy plan is shared widely to consider any implications or adjustments required to make sure it is accessible to all.	Qtr 4	Customer, Information and Digital	x
<b>Creating better transport systems for future generations</b>	Progress delivery of the Transforming Cities Fund and the Active Travel Fund programmes and A 631 Maltby bus corridor. YADP ref 5.4	<p>Promoting cycling offers an affordable and environmentally friendly mobility option accessible to people of diverse backgrounds and income levels. By connecting neighbourhoods to employment centres, schools, and recreational areas, cycle schemes enhance access to opportunities for all residents, regardless of their mode of transportation.</p> <p>Prioritising public transport, offers a more accessible and affordable mobility option for individuals who may not have access to private vehicles, reducing transport inequalities.</p> <p>Engaging diverse community stakeholders in the planning and implementation processes helps ensure that the scheme meets the unique needs of various population groups, thus promoting a more inclusive transportation system overall.</p>	Qtr 2	Planning, Regeneration and Transport	x
	Complete submission of the Outline Business Case (OBC) for Rotherham Mainline Station YADP ref 5.6	<p>The business case development provides the potential to enhance inclusive economic growth, sustainability, and community well-being. By providing efficient transport links, the station facilitates commuter access to employment centres, stimulating local economies and attracting businesses to the area.</p> <p>Moreover, investing in sustainable transport options like railways reduces carbon emissions and congestion, aligning with environmental goals. This is significant as certain protected characteristic groups, such as older or younger people or those</p>	Qtr 2		

		with physical disabilities, are likely to be more vulnerable to the effects of climate change.			
	<p>Work with regional partners, including South Yorkshire Mayoral Combined Authority (SYMCA), Transport for the North and Network Rail to deliver the Council's Transforming Cities Fund (TCF) programme funded public transport improvements:</p> <ul style="list-style-type: none"> <li>• Start construction of a new Tram-train stop at Magna</li> <li>• Complete Parkgate Link Road and Park &amp; Ride TCF Scheme</li> <li>• Work with SYMCA to progress the Outline Business Case for the new railway station at Waverley.</li> </ul> <p>YADP ref 5.7</p>	<p>Collaborating with agencies (such as SYMCA) responsible for delivering public transport projects and developing transport policies can yield several Equality, Diversity, and Inclusion (EDI) benefits. Firstly, involving diverse stakeholders in the decision-making process ensures that transportation initiatives address the unique needs of various communities, promoting equitable access to transportation services for all demographics. Secondly, such collaboration allows for the implementation of inclusive design principles, incorporating features like accessible infrastructure and multicultural outreach efforts, thereby fostering an inclusive transportation environment.</p>	Qtr 4		x
<b>Contributing to reducing carbon emissions across the borough</b>	<p>Conclude the review and purchasing of vehicles included within the fleet replacement plan, which will reduce emissions by ensuring vehicles meet modern standards as well as providing electric or hybrid vehicles wherever possible.</p> <p>YADP ref 5.10</p>	<p>Ensure that through the consultation with service users, that vehicle usage and accessibility is considered, in relation to ensuring the vehicles meet the needs of those who drive/use them now and may do in future.</p>	Qtr 4	Community Safety & Street Scene	x

<b>Effective customer services – residents know we mean what we say, are kept informed and can access the services they need in the way that suits them</b>	Make it easier for customers to report and receive feedback on their queries and improve the accessibility of Community Safety and Street Scene services. YADP ref 6.2	Services will focus on ensuring they are accessible to all Rotherham’s communities. This is both through providing a range of methods to get in touch with services or report issues as well as monitoring accessibility of services and identifying ways to gather feedback from customers. Whenever written or promotional material is produced, accessibility will be fully considered.	Qtr 4	Community Safety & Street Scene	x
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## Providing leadership and organisation commitment to actively promote equalities

How we will get there	Activity	Action/s to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for delivery	Key milestone dates (Qtr)	Service lead	Council Plan/ YADP activity?
<b>Local people have access to libraries, cultural activities, parks and green spaces</b>	Deliver cultural events in varied locations throughout the borough, including such events as: <ul style="list-style-type: none"> <li>• Rotherham Show</li> <li>• Signals Festival</li> <li>• Rotherham 10k</li> <li>• Uplift</li> <li>• WoW Rotherham</li> </ul> YADP ref 1.9	Equalities impacts are considered for all events ensuring that the balance of representation is present in performance line ups and that promotional activity reaches all sections of the community. Accessibility statements are prepared for each event and access needs such as ramp access for stages and disabled toilet provision is made at all events.	Qtr 4	Culture, Sport and Tourism	x
<b>Local towns and villages are improved</b>	Completion of the Phase 1 £4m Towns and Villages Fund Programme remaining schemes: <ul style="list-style-type: none"> <li>• Aston and Todwick</li> <li>• Brinsworth</li> <li>• Rotherham East</li> <li>• Maltby East.</li> </ul> YADP ref 1.11	Equalities and inclusion will be considered through the design of the project, ensuring that improvements are made to the local high street to improve accessibility and connectivity for residents.  The scheme will be designed to the relevant accessibility standards, and any opportunities for improved access will be identified.	Qtr 4	Planning, Regeneration and Transportation	x

		The scheme will be subject to further consultation with communities, which will give another opportunity for Equalities, Diversity and Inclusion to be considered in the final design.			
<b>Effective leadership, working with our partners to achieve better outcomes across the whole borough</b>	Develop a new Council Plan for 2025, including a Performance Management Framework and Communications Plan to support delivery. YADP ref 6.9	Completion of Equality Analysis to identify gaps and actions needed – September 2024.  Full public consultation exercise, which will include consultation with Protected Characteristic groups – September – December 2024.	Qtr 4	Policy, Performance and Intelligence  Communications and Marketing	x
	Work with partners to promote the Rotherham Plan key successes and achievements, through: <ul style="list-style-type: none"> <li>• Delivery of the Communications Plan</li> <li>• Facilitation of quarterly Strategic Partnership Group meetings</li> <li>• Delivery of two stakeholder events to promote collaborative working across agencies and progress.</li> </ul> YADP ref 6.10	Ensure that both events are delivered in an accessible way and that the agendas focus on progress to ensure that the approach to partnership work is inclusive and promoting all aspects of equalities within the partnership – Quarter 4 (March 2024)  Delivery of the Rotherham Plan and accompanying equality analysis as priorities and initiatives are progressed, continues.	Qtr 4	Policy, Performance and Intelligence	x
	Implement both the Member Induction and Development Programmes to support new members and ensure they can conduct	Ensure all sessions are delivered in an accessible manner e.g remote/in person.  Ensure that 'Need to Know' Sessions are clearly identified on the Member Programme and promoted	Qtr 4	Democratic Services	x



	both their Community Leadership and Town Hall roles. YADP ref 6.11	to encourage maximum attendance e.g. EDI, Code of Conduct.  Ensure members are supported to effectively deliver ward priorities, which includes supporting those with protected characteristics – ongoing.  Capture feedback from Members relating to their experience of the 2024 induction process - Quarter 2 onwards.			
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## Ensuring a diverse, supported and engaged workforce

How we will get there	Activity	Action/s to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for delivery	Key milestone dates (Qtr)	Service lead	Council Plan/ YADP activity?
<b>Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers</b>	Re-launch the Council's Values to underpin employee working practices. YADP ref 6.3	Engage with Staff Networks to embed values in an inclusive and accessible way – April 2024  Embed EDI principles throughout the new values – June 2024	Qtr 1	Organisational Development and Change	x
	Review and implement a new model of employee engagement from the Employee Opinion Survey. YADP ref 6.4	Review Employee Opinion Survey diversity data (anonymised), to ensure that feedback is taken on board – May 2024.	Qtr 3		x
	Launch programme to showcase RMBC work experience, supported internships, apprentices and graduate schemes to attract more diverse candidates.	Work with communities of identity to understand what changes would make an impact – September 2024.  Use anonymised exit interview data to understand what could be improved – September 2024	Qtr 3		x

	YADP ref 6.5				
	Deliver the Council's improved equalities learning and development offer to the first group of staff to ensure the Council is fulfilling the Equality Duty. YADP ref 6.6	Work with Staff Networks to refresh the offer – November 2024.	Qtr 4		x
	Review and implement improvements to how the Council approaches employee recruitment and retention based on stakeholder feedback.. YADP ref 6.7	Use anonymised workforce equalities data to inform new approaches combined with engagement with networks and the overall workforce to ensure that the approach developed is fit for purpose.	Qtr 4		x
	Commission and deliver first cohort of a learning and development programme that will help embed a strength based-working approach across the Council's workforce and partners:  <ul style="list-style-type: none"> <li>• Level 2 – Enhanced Awareness</li> <li>• Level 3 – Practitioner</li> </ul> YADP ref 6.8	Training will include developing understanding of local communities and how to build on the strengths within them, including communities with protected characteristics.	Qtr 3		x
<b>Equalities action plan</b>	Workforce data	Building on the analysis of workforce data undertaken to date, ensuring that the Council continues to incorporate an EDI lens, to ensure			

		<p>disparities and areas for improvement are identified and understood.</p> <p>Utilising qualitative and quantitative data from different sources, including RMBC Census, Equality Opportunity Standards (EOS), and recruitment data, we will detect potential patterns, barriers and trends within our workforce.</p>			
	Workforce diversity	<p>Creating innovative strategies to tackle barriers aimed at overcoming barriers to workforce diversity, promoting inclusivity, and ensuring equal opportunities for all employees.</p> <p>Addressing challenges related to training, volunteering, and employment through collective partnership working, we will tackle challenges related to access to training, volunteering, and employment opportunities for underrepresented groups, creating a more inclusive workforce environment.</p> <p>Working to ensure the workforce profile, including major providers of commissioned services, broadly reflects the community it serves and the local labour market.</p>			
	Consultation skills and evidence base	<p>Ensuring that Equality, Diversity, and Inclusion principles are integrated into all consultation and engagement training sessions, promoting inclusive and equitable practices across the Council.</p> <p>Continuing to share best practice in terms of improving accessibility, promoting diversity and ensuring inclusion across Council services</p>			