

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: Children’s Capital of Culture: 2024/25 Traineeship Programme	
Date of Equality Analysis (EA): 26 th June 2024	
Directorate: Regeneration & Environment	Service area: Culture, Sport & Tourism
Lead Manager: Sarah Christie, Programme Manager Children’s Capital of Culture 2025	Contact number: 01709 334319
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)
Leanne Buchan	RMBC – Creative Programming & Engagement	Head of Creative Programming & Engagement
Sarah Christie	RMBC – Children’s Capital of Culture 2025	Children’s Capital of Culture Programme Manager
Chris Siddall	RMBC – Sport, Leisure & Strategic Partnerships	Head of Sport Leisure & Strategic Partnerships (CST Safeguarding Lead)

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)

In 2019 Rotherham adopted a new Cultural Strategy, the first of its kind in more than decade, with a clear mission to: get more people, more active, creative and outdoors, more often. The Cultural Strategy seeks to redress the downward trend in participation that sees Rotherham communities participating 10% less than the national average, and places the design and delivery of the Children’s Capital of Culture initiative as one of seven ‘game changers’ over the seven-year term of the strategy.

In 2025 Rotherham will become the world’s first Children’s Capital of Culture. Children’s Capital of Culture is a title bestowed upon Rotherham by its young people. The initiative will be facilitated by the Council but delivered by a partnership of cultural organisations co-producing a year-long celebration of Rotherham with children and young people from across the borough. Following an initial period of design and development, from August 2021 – December 2022, during the 2023-24 period the programme is scaling up its operations, supporting engagement with a wider cohort of young people and supporting R&D of creative ideas which will lead to the production of the final programme for 2025.

During this two-year period, the programme aims to:

- Run activities with 250,000 participants including children, young people, their parents and carers and wider communities
- Place 12 projects for the 2025 programme into R&D
- Build partnerships with at least 25 schools – one in each ward in the borough
- Train and mentor at least 10 Young Artists in Residence
- Work with 450 artists and organisations, 30% of which will be Rotherham based
- Create 10 new creative experiences with children and young people for everyone in Rotherham to enjoy
- Recruit at least 80 16-to-25-year-olds to work as paid Trainee Young Producers with organisations across the borough
- Support at least 200 young people to achieve Bronze and Silver Arts Award and train 24 Rotherham professionals as Arts Award Advisors
- Organise Go See visits for 20 groups of marginalised children, young people and their families

During 2023, the programme made the following progress towards these targets:

- 42,307 participations by children, young people, and their parents and carers in Children's Capital of Culture activities
- Working with 11 partners to develop 11 programme ideas for 2025
- 6 Young Artists in Residence trained and mentored
- Built partnerships with 37 schools across 20 wards
- Worked with 365 artists and organisations, 48% of which have been Rotherham-based
- Delivered 12 new creative experiences with children and young people for everyone in Rotherham to enjoy
- 19 traineeships offered across 4 organisations
- Supported 42 young people to achieve an Arts Award qualification and trained 3 Rotherham professionals as Arts Award Advisors
- Delivered 12 Go See visits for groups of marginalised children, young people and their families

Large-scale engagement and consultation work (see: 'What equality information is available?') identified the opportunities, challenges, issues and interests that are important to children and young people across the borough. These were drawn together to define four key programming themes. Tested with and refined by children and young people, these themes will shape the Children's Capital of Culture delivery programme:

- **You're Not From New York City, You're From Rotherham:** supporting young people to have agency and create change, building pride in Rotherham as their home.
- **Who We Are, Where We Come From:** enabling children and young people to explore and develop a sense of identity, community and belonging through the arts and culture, enhancing their mental health and critical thinking.
- **Plug In & Play:** increasing opportunities for play in digital and physical spaces, as well as fostering physical activity and participation in sport
- **The World Beneath Our Feet:** enabling children and young people to engage with nature and their local environment and take action to combat climate change.

In the 2025 festival year, the programme aims to:

- Deliver a year-long cultural festival, which will include but is not limited to installations, exhibitions, festivals, sporting events, workshops and activities
- Run creative activities in all 25 Rotherham wards, including a large-scale opening and closing ceremony
- Run activities in Rotherham's three country parks and 12 urban parks, in a celebration of the borough's green spaces
- Promote, support and develop existing events in the Rotherham cultural calendar
- Bring two nationally-renowned events to Rotherham
- Deliver activities that celebrate Rotherham's diverse communities
- Create 500 new volunteering opportunities for local people of all ages

The programme aims for 75% of activities that take place in 2025 to continue in 2026.

The scope of this analysis is to ensure that the additional investment from the UK Shared Prosperity Fund will be of the widest benefit to children and young people and has

considered the equality, diversity and inclusion implications of the wider Children's Capital of Culture programme.

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

A recent evaluation report 'Children's Capital of Culture 2025: Starting the Conversation' spoke to more than 1,300 children, young people and their families which included:

- Working with a cohort of 90 young people aged 16 and 17 as part of the National Citizen Service programme
- Meeting with more than 500 children and young people from schools located in six of the borough's 25 wards
- Out-of-school consultation sessions with youth groups, at community events, and youth work led activities in 13 of the borough's 25 wards

The demographic breakdown of the evaluation is as below:

- Children and young people were asked to self-identify their ethnicity: 41% identified as White/White British; 19% identified as Pakistani/British Pakistani/Muslim; 11% identified as Slovenian/Czech/Polish. Other ethnicities given included Kurdish, Gypsy, Iraqi, Palestinian, Turkish and Yemeni
- 52% of the groups consulted with identified as female, 45% as male and 3% identified as other genders
- The age profile of the groups consulted included: 3.7% under 7; 37.1% aged 7-11; 36% aged 11-16; 9.3% aged 16-25.

In addition, the 2022 'Voice of the Child Lifestyle Survey' which surveys Year 7 and Year 10 students from schools across the borough tested visibility of Children's Capital of Culture with the following results:

- 14% of Year 7 have heard of Children Capital of Culture, 86% have not.
- 8% of Year 10 have heard of Children Capital of Culture, 92% have not.

Specific equalities information regarding the previous trainee cohorts is as follows:

57 young people aged between 16 and 25 were recruited to the Children's Capital of Culture traineeship programme in 2022, which included 14 care experienced young people.

- 38 of the cohort identified as being women and 15 as men.
- The ethnicity of the cohort was predominantly White British, with 9 young people identifying as being from Global Majority backgrounds.

14 young people aged between 16 and 25 were recruited to the traineeship programme in 2023, and 11 fully completed equality monitoring forms.

- 6 identified as being women and 5 as men.
- 1 of the 11 identified as their gender identity being different from the sex they were registered at birth.
- 8 identified as White British, while 3 identified as being from Global Majority backgrounds.
- 7 identified as being non-disabled / neurotypical, while 1 identified as being disabled, 1 identified as having a long-term health condition, and 2 identified as neurodiverse

So far 14 young people aged between 16 and 25 were recruited to the traineeship programme in 2024, and 12 fully completed equality monitoring forms.

- 8 identified as being women, 2 identified as men, and 2 were unsure / questioning.
- 1 of the 12 identified as their gender identity being different from the sex they were registered at birth.
- 9 identified as White British, while 3 identified as being from Global Majority backgrounds.
- 7 identified as being non-disabled / neurotypical, while 1 identified as being disabled, 1 identified as disabled and neurodiverse, 1 identified as having access requirements and dyslexia, and 2 identified as neurodiverse

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

The consultation was wide-ranging but there are still groups where consultation has been more limited, such as Early Years, young families, and engagement with SEND provision in schools.

Additional investment from the UK Shared Prosperity Fund has already enabled the programme team to return to these groups to ensure that their views are considered in the design and development of the programme and to offer routes to active participation. This has included the delivery of a play-based consultation programme for young families during October half-term 2023 at sites across the borough, and the formation of a SEND steering group to guide our developing schools programme in January 2024. We are working with key partners to develop and grow this consultation work in 2024, including being successful in our research and development bid to Arts Council England to run play-based consultation work with families with Early Years in summer and autumn 2024, in collaboration with the Museum, Arts and Heritage service. The recruitment of a Creative Learning Manager, who is due to commence in post on 1st July 2024, will bring additional capacity to work in-depth across a wide range of education settings in the borough, deepening our schools engagement with a particular focus on SEND.

The data relating to ethnicity is varied as children and young people expressed a desire not to be questioned on this and as such have self-identified which means a range of terminology is used for this area.

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

Children's Capital of Culture works with external evaluation partners to actively engage in both programme-wide evaluation and specific event-based evaluations. Both forms of evaluation monitor the impacts of the programme on audience members and participants, and securely collect demographic data for both audiences and participants. This includes all trainees recruited to the Children's Capital of Culture completing a detailed equalities monitoring form, as well as taking part in evaluation and reflection processes throughout the course of their traineeships.

Through its ongoing engagement programmes, the programme team will seek to address the gaps in its information and ensure the continued growth of opportunities for Early

<p>Years, SEND groups, and a wider range of schools across the borough to participate in the programme.</p> <p>The EIA Action Plan will be monitored via:</p> <ul style="list-style-type: none"> • Quarterly reports to the Creative Programming & Engagement Management Team • Quarterly reports to the Cultural Partnership Board 	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Consultation is undertaken with children and young people throughout the programme, through feedback, evaluation and reflective practice which is built into cultural activities.</p> <p>Consultation is undertaken with Ward Members via ward briefings to ensure that Ward Members have an opportunity to highlight existing provision in their ward and specific groups who they feel could benefit from engagement with the programme.</p> <p>A recent evaluation report ‘Children’s Capital of Culture 2025: Starting the Conversation’ spoke to more than 1,300 children, young people and their families which included:</p> <ul style="list-style-type: none"> • Working with a cohort of 90 young people aged 16 and 17 as part of the National Citizen Service programme • Meeting with more than 500 children and young people from schools located in six of the borough’s 25 wards • Out-of-school consultation sessions with youth groups, at community events, and youth work led activities in 13 of the borough’s 25 wards <p>In addition, the 2022 ‘Voice of the Child Lifestyle Survey’ which surveys Year 7 and Year 10 students from schools across the borough tested visibility of Children’s Capital of Culture with the following results:</p> <ul style="list-style-type: none"> • 14% of Year 7 have heard of Children Capital of Culture, 86% have not. • 8% of Year 10 have heard of Children Capital of Culture, 92% have not.
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>The Children’s Capital of Culture service consists of one full-time Programme Manager, one full time Engagement Manager, one full-time Programme Coordinator, 20% Head of Service time, 1 part time Events and Marketing Assistant, and 3 part time Trainee Engagement Assistants.</p>

	<p>All have been consulted on and are supportive of the proposals relating to the use of the UK Shared Prosperity Fund.</p> <p>In addition to discussion with the immediate team, workshops on the future development of Children's Capital of Culture have been held with:</p> <ul style="list-style-type: none"> • Culture Sport & Tourism Assistant Director and Heads of Service • Culture Sport & Tourism Service Managers • Assistant Director's Forum • Cultural Partnership Board (which includes cross-directorate Rotherham Council staff)
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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?

Children's Capital of Culture is a programme focused on children and young people aged 0-25 and as such its primary focus is meeting the needs of those with specific age characteristics. All of its activities are designed with, by and for children and young people to enable them to increase their participation, improving health and wellbeing and building greater social and community cohesion.

Within this broad classification there are a number of marginalised communities where additional consideration needs to be given including:

- Global majority communities – Rotherham has a diverse mix of communities and their social customs relating to children and young people vary, therefore it is expected that elements of the programme will be tailored to ensure engagement from a broad range of cultural identities.
- Gender diverse communities – Through programmes and activities undertaken to date, this has been highlighted as a community where young people feel they need more support and are seeking safe spaces for conversation and advice.
- Disability, specifically with regard to SEND and neurodiversity – Again, through the activities delivered so far this community has been highlighted as a key target group for further engagement and development.

Although not formally classed as a protected characteristic, the programme also recognises that many children and young people in Rotherham are from low-income backgrounds and face the additional barrier of economic disadvantage. From our action research and needs analysis to date, the programme also recognises the additional barriers faced by both care experienced children and young people, and Young Carers. As such this will also be a key consideration within the equality, diversity and inclusion action plan.

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

The greatest barrier that the service faces is in not having the appropriate resources – both staffing and operational budget – to be able to effectively deliver the programme and realise the full potential of Children’s Capita of Culture. The investment from the UK Shared Prosperity Fund will be a positive step towards addressing this. Funding work with a wide range of trainee ‘host’ organisations will also strengthen the Service’s partnerships with diverse local organisations who represent, advocate for, and provide pathways into different communities and groups in Rotherham, thereby reducing barriers to engagement and participation.

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

UK Shared Prosperity Fund investment will enable the creation of further opportunities for children and young people to access cultural experiences and pathways to employment opportunities, improving both the individual life chances and health and wellbeing of young people across the borough.

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 proposed future delivery arrangements will enable the creation of further opportunities for children and young people to access cultural experiences, enhanced education opportunities, and pathways to training, education and employment, improving both the individual life chances and health and wellbeing of young people across the borough. If the funding allocation is approved, 14 trainees will work across seven ‘host’ organisation to deliver a large and diverse programme of accessible, engaging and creative activities across the borough, which we anticipate reaching engagement figures of at least 50,000 people.

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: Children's Capital of Culture: 2024/25 Traineeship Programme
Directorate and service area: Children's Capital of Culture 2025; Creative Programming & Engagement; Culture Sport & Tourism; Regeneration & Environment
Lead Manager: Sarah Christie, Programme Manager, Children's Capital of Culture 2025
Summary of findings: Significant work has already been undertaken to ensure that Children's Capital of Culture maintains and embeds its commitment to ensuring the voice, influence and creativity of children and young people is at the heart of this programme. Wide-ranging consultation and engagement has already taken place across the borough. However there are some known gaps and missing voices within this work, which will be further addressed in the next stage of the programme development. The funding proposed in this report is vital to ensuring a wider range of access, participation and engagement, with particular reference to those from the identified marginalised backgrounds. The Equalities Action Plan sets out a series of measures for addressing equality, diversity and inclusion through two key areas: <ul style="list-style-type: none">• Overarching programme activities that are embedded across the programme• Specific and targeted activities to address the audience gaps identified in the Equalities Assessment

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Children's Capital of Culture 2025 Programme		
<ul style="list-style-type: none"> Publish an open, public call for proposals to the Children's Capital of Culture creative programme that respond to at least one of the four Programming Themes 	Age (Children & Young People)	July 2024 and ongoing
<ul style="list-style-type: none"> 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 	Age (Children & Young People)	July 2024 and ongoing
<ul style="list-style-type: none"> 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 	Age (Children & Young People)	August 2024
<ul style="list-style-type: none"> Monthly monitoring of the programme's Risk Register, which shall include monitoring risks related to access, inclusion and participation 	Age (Children & Young People)	May 2024 and ongoing
<ul style="list-style-type: none"> Delivery of a rolling programme of training and CPD for 'host' organisations, as well as their trainees and 'alumni' trainees, with a key focus on increasing knowledge and practical understanding around equality, access and inclusion 	Age (Children & Young People) Disability Sex/Gender Race	July 2024 and ongoing
<ul style="list-style-type: none"> A line for access fees (e.g., for transport costs, BSL interpretation, payments to carers and/or to cover childcare, translation costs, etc) written into all Children's Capital of Culture budgets and funding bids 	Age (Children & Young People) Disability Sex/Gender Race Pregnancy and Maternity	Ongoing
Targeted interventions		

<ul style="list-style-type: none"> • Neurodiverse/SEN Communities: • Ensure all 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 • Support trainee ‘hosts’ to develop ‘access riders’ or access statements for trainees and wider staff teams as appropriate • Deliver Autism / neurodiversity awareness training for all traineeship hosts (23/24 and 24/25 cohort) • Targeted promotion of Children’s Capital of Culture opportunities to local SEND educational settings and SEND groups / networks • Ensure diverse representation across all creative programming, including collaborating with and programming creative work by neurodiverse and SEND creatives and communities 	Disability Age (Children & Young People)	August 2024 and ongoing Sept 2024 and ongoing August 2024 Ongoing Ongoing
<ul style="list-style-type: none"> • Gender Diverse Communities: • Deliver Gender Awareness training to key delivery partners • Embed appropriate gender inclusive practice, as recommended by the training and in accordance with equalities legislation, into recruitment, selection, induction, and employment processes • 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 	Sex/Gender Age (Children & Young People)	May 2023 and July 2024 Sept 2024 and ongoing May 2024 and ongoing
<ul style="list-style-type: none"> • Global Majority Communities • 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 	Race Age (Children & Young People)	Ongoing

<ul style="list-style-type: none"> Deliver an events programme that specifically celebrates, represents and meets the need of Global Majority communities (e.g., Ferham Festival, Basant Festival), and ensure diverse representation across all creative programming 		August 2024 and ongoing
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***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
Leanne Buchan	Head of Creative Programming & Engagement	26/06/24
Chris Siddall	Head of Sport, Leisure & Strategic Partnerships (CST Safeguarding Lead)	26/06/24
Polly Hamilton	Assistant Director for Culture, Sport & Tourism	XXX
Andrew Bramidge	Strategic Director for Regeneration & Environment	XXX
Cllr David Sheppard	Cabinet Member for Social Inclusion	XXX

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	26 th June 2024
Report title and date	Children's Capital of Culture: 2024/25 Traineeship Programme
Date report sent for publication	XXX
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	26 th June 2024