

## 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: Children's Capital of Culture 2025 – Community Micro-Grants Programme</b>	
<b>Directorate:</b> Regeneration & Environment	<b>Service area:</b> Culture Sport & Tourism
<b>Lead person:</b> Sarah Christie	<b>Contact number:</b> 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. Please provide a brief description of what you are screening
Approval for the proposed allocation of grants to community groups and organisations through the Children's Capital of Culture's Community Micro-Grants programme.

3. Relevance to equality and diversity
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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? <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? <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? <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? <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? <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? <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

The questions above where the service has answered 'no' are explained below:

**Have there been or likely to be any public concerns regarding the proposal?**

Over the past 3.5 years the service has undertaken in-depth consultation with communities across the borough. This consultation has shown that residents are keen for a wider range of accessible creative, cultural and sports activities that they can take part in safely within their own neighbourhoods. It has also shown that residents value their existing community infrastructure (for example, community groups, youth clubs, etc), and want these settings to be supported and promoted.

If approved, this proposal will make Micro-Grants accessible to a wide range of

community groups and organisations across the Rotherham borough. This funding will enable them to run a free and diverse public programme of creative and active events. As such, the proposal is highly likely to be welcomed by the public.

**Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?**

All services and activities will be procured in line with the Council's Financial and Procurement Regulations.

**Could the proposal affect the Council's workforce or employment practices?**

This proposal does not include any recruitment to posts (either freelance or contracted) or other activity related to workforce and employment practices. HR have advised the proposal has no HR implications.

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).

The questions above where the service has answered yes are explained below:

**Could the proposal have implications regarding the accessibility of services to the whole or wider community?**

The proposal is to allocate funding through a Community Micro-Grants programme. This programme is open to community groups and organisations across the Rotherham borough. It invites them to submit proposals to deliver creative and/or active events and activities from March – June 2025 as part of the Children's Capital of Culture Festival Year. Funded activities must be free and open to the public, and must be suitable for children, young people, and/or family audiences. As such, if approved the proposal will increase the range and accessibility of engagement and enrichment activity available to the wider community.

**Could the proposals affect service users?**

Local Authority services cannot be directly funded through the Community Micro-Grants programme. However, if the proposal is supported, it is likely to enable a larger and more diverse offer of activities and events for service users – for example, through funding groups who plan to deliver activities within libraries, green spaces, or other Council-run venues and settings. As such there is likely to be an increase in engagement and participation opportunities for children, young people and communities across Council

services, particularly within Culture, Sport and Tourism.

**Has there been or is there likely to be an impact on an individual or group with protected characteristics?**

The overarching Children's Capital of Culture programme is designed and delivered in partnership with children and young from a diverse range of backgrounds. It is led by a Cultural Partnership Board with diverse representation from organisations across the public, private and third sector in Rotherham. The programme aims to achieve systems change in which the voice and influence of children and young people is embedded in cultural delivery.

The Micro-Grants are open to all community groups and organisations across Rotherham who meet the fund's simple eligibility criteria. The Micro-Grants will fund a diverse range of activity across all 25 of Rotherham's wards. As such, it is likely that the proposal will have a positive impact on individuals and groups with protected characteristics, as it is will:

- enable a larger and more diverse programme of free activities to take place in localities, meeting people 'where they are at'
- enable a larger and more diverse programme of free activities aimed at children, young people and families (addressing the protected characteristic of 'age')
- fund several groups and organisations with a specific focus on positively supporting individuals and groups with protected characteristics

Examples of groups that have been proposed to be funded through the programme which have a specific focus on supporting individuals and groups with protected characteristics include:

- Rotherham Parent Carer Forum (Disability)
- ArtWorks (Disability)
- Rotherham Hindu Community (Faith)
- The Big Sisterz (Sex)

**How have you considered equality and diversity?**

The proposal will provide a public programme of creative and active events that is accessible to all children, young people and their families, regardless of background and lived experience. Activities will take place across all 25 wards, and all activities are free at the point of access to ensure that economic disadvantage is limited.

It is recognised that children and young people from marginalised backgrounds may face other barriers to engagement. The Equalities Action Plan set out in Part B provides a series of actions for the overarching Children's Capital of Culture programme, which are embedded throughout the service's provision including delivery of the Community Micro-Grants programme. This Action Plan seeks to improve access for marginalised groups and ensure that the Children's Capital of Culture programme has equality, diversity and inclusion at its heart.

**• Key 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 are being addressed through the next stage of the programme development; updates related to this work can be found in the overarching Equalities Action Plan for the whole Children's Capital of Culture programme, which is set out in Part B.

Delivery of a free and diverse Community Micro-Grants programme across all of Rotherham's 25 wards will help ensure a wider range of access, participation and engagement.

- **Actions**

The Equalities Action Plan for the service was first drawn up in May 2024, and since then has been periodically updated to track progress against our targets and propose new actions to improve the accessibility, participation in, and engagement with the service. The February 2025 updates can be found in the accompanying Part B.

The Equalities Action Plan sets out a series of measures for addressing equality, diversity and inclusion through two key areas:

- Overarching programme activities that are embedded across the programme
- Specific and targeted activities to address the audience gaps identified in the Equalities Assessment

Date to scope and plan your Equality Analysis:	31.05.2024
Date to complete your Equality Analysis:	NA – see above
Lead person for your Equality Analysis (Include name and job title):	Sarah Christie, Programme Manager, Children's Capital of Culture

## 5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Leanne Buchan	Head of Creative Programming and Engagement	

## 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**

<p><b>committee or a significant operational decision</b> a copy of the completed document should be attached as an appendix and published alongside the relevant report.</p> <p>A copy of <b>all</b> screenings should also be sent to <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.</p>	
<b>Date screening completed</b>	06.03.2025
<b>Report title and date</b>	Children's Capital of Culture 2025 – Community Micro-Grants
<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>	12.03.2025
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	06.03.2025