

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 2025	
Date of Equality Analysis (EA): Initial analysis on: 31st May 2024 Update and review on: 26th February 2025	
Directorate: Regeneration & Environment	Service area: Culture, Sport & Tourism
Lead Manager: Sarah Christie	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)
Polly Hamilton	RMBC – Culture, Sport and Tourism	Assistant Director for Culture, Sport and Tourism

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’ for the borough 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 children and young people. The initiative will be facilitated by the Council, and led and delivered by a partnership of cultural organisations co-producing a year-long celebration of Rotherham, in partnership 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 2023 – 2024, 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 proposed future delivery arrangements for the Children's Capital of Culture programme will be of the widest benefit to children and young people, and wider communities, and has considered the equality, diversity and inclusion implications the proposal.

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

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 limited, such as Early Years, young families, and wider engagement with schools including SEND provision. 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 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 an 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 submitting a research and development bid to Arts Council England to run play-based consultation work with families with Early Years in summer and autumn 2024. 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 Years, SEND groups, and a wider range of schools across the borough to participate in the programme.

The EIA Action Plan will be monitored via:

- 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. All have been consulted on and are supportive of the proposals regarding the future delivery arrangements for the Children's Capital of Culture programme.</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

	<ul style="list-style-type: none"> • 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 – in terms of staffing and operational budget – to be able to effectively deliver the programme and realise the full potential of Children's Capital of Culture.

Approval of the proposed future delivery arrangements, including the role of the Youth Programming Panel and Cultural Partnership Board within decision-making and governance, will increase the level of resource available. It 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?

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.

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 intention of the Children's Capital of Culture Programme is to have a positive effect on community relations, ensuring that children, young people and their families have access to a high-quality cultural offer, increased employment opportunities, and improved community cohesion and civic pride.

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 2025
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)	Progress against target as of February 2025
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)	June 2024 and ongoing	Complete: the open call was launched in July 2024. To date, 34 Expressions of Interest and 17 full applications have been received.
<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)	June 2024 and ongoing	Complete: the Youth Programming Panel and programming sub-group each meet on a monthly basis. Meetings have been scheduled until October 2025.
<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	<p>Partially complete: equalities data is collected from applicants at the point of completing an online Expression of Interest form, which is hosted on the Rotherham Council website.</p> <p>However, we note that different communities prefer to identify in different ways, and the current Rotherham Council equalities monitoring form does not reflect the full scope of ways our participants and audiences self-identify. As such we are</p>

			working with colleagues in Public Health to develop programme-wide evaluation and monitoring frameworks, which will enable participants to self-identify using terms that best reflect their lived experience, while collecting robust, comparable data sets that can be used to monitor the reach and diversity of the programme. The results of Children's Capital of Culture team meeting focused on equality, diversity and inclusion will feed into this work with Public Health.
<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	Complete, as an ongoing task: the Risk Register is monitored on a monthly basis at both Cultural Partnership Board and Strategic Oversight Group (SOG). The Programme Manager and Programme Coordinator additionally reviews the Risk Register on a bimonthly basis during focused 1:1 meetings.
Targeted interventions			
<ul style="list-style-type: none"> Neurodiverse/SEND Communities: Targeted promotion of Children's Capital of Culture opportunities to local SEND educational settings and across SEND groups / networks Partner with specialist organisations to develop and deliver targeted programmes that meet the individual needs of 	Disability Age (Children & Young People)	Ongoing Ongoing Ongoing	Partially complete: Children's Capital of Culture's Creative Learning Manager has developed and supported the development of creative learning programmes specifically targeted at Special Schools and SEND learners. This includes programmes delivered by cultural partners experienced in working with these communities, including Blanket Fort Club, Grimm & Co, and Wentworth

<p>neurodiverse/SEND children and young people</p> <ul style="list-style-type: none"> • Ensure diverse representation across all creative programming, including collaborating with and programming creative work by neurodiverse and SEND creatives and communities, and employing SEND artists to deliver projects • 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 • Deliver Autism / neurodiversity awareness training for all Children's Capital of Culture staff, traineeship hosts and key partners 		<p>Jan 2024 and ongoing</p> <p>July 2024</p>	<p>Woodhouse. Abbey, Kelford, Milton, Newman, Maltby Hilltop, The Willows and Whiston Grange have all engaged or are due to engage in the Creative Learning programme. The Creative Learning Manager has attended Special Heads Network Meetings to understand the needs of Special Schools, and tailor planned projects to meet those needs.</p> <p>Out of schools, Children's Capital of Culture has worked with diverse groups including BME Young Carers, Rotherham Parent Carer Forum, and Disability Sports to run SEND-specific events.</p> <p>An experienced Autism Awareness Trainer delivered two half-day sessions for the Children's Capital of Culture team and key internal and external partners in summer 2024.</p> <p>Following this, the team has invested in physical resources to better meet the needs of these groups (for example, ensuring stim toys and ear defenders are available at events and activities).</p> <p>We recognise that further work can and should be done, and as such note the upcoming actions:</p>
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			<p>We will utilise funding from Arts Council England to commission specialist advisors (e.g., SENSE, Ramps on the Moon) to further advise on and develop the inclusivity of our offer, specifically with regards to SEND and neurodivergent children and young people. We will also utilise this funding to develop more detailed access guides for town centre events and for Rotherham Show, which build on previously commissioned access information for our events.</p> <p>We are working with ArtWorks to develop more work that is led by disabled and neurodivergent staff, artists, and creatives.</p> <p>We note the ongoing need to continue to ensure trainee hosts effectively support SEND and neurodiverse employees. As such we are convening bimonthly trainee 'host' consortium meetings as of March 2025, where training and development needs, including around access and inclusion, will be identified and appropriate actions drawn up in response.</p>
<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 	<p>Sex/Gender Age (Children & Young People)</p>	<p>May 2023 and July 2024</p>	<p>Partially complete:</p> <p>We have commissioned both Gender Awareness Training and Practical Trans Inclusion training from external specialist</p>

<p>in accordance with equalities legislation, into recruitment, selection, induction, and employment processes</p> <ul style="list-style-type: none"> • 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 		<p>Jan 2024 and ongoing</p> <p>May 2024 and ongoing</p>	<p>advisors, which key internal and external partners attended. We have also secured further funding through Arts Council England which can enable us to bring in specialist advice and support to further develop the inclusivity and diversity of the work we deliver in relation to gender diverse communities as needed.</p> <p>Through this, we are supporting colleagues to effectively embed gender inclusive practice into all aspect of recruitment, selection, induction and employment – from giving candidates the opportunities to share their pronouns at interview, to ensuring that email addresses and ID badges reflect contracted staff members' chosen names, to ensuring legal processes such as DBS checks are conducted sensitively and discreetly for staff members who do not go by their birth name/dead name. Though we recognise there are always improvements to be made and learning to do, we have received positive feedback from trans including non-binary employees regarding their experiences of working with Children's Capital of Culture.</p> <p>We are working with internal and external partners to run a wide range of events and durational workshop programmes that</p>
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			<p>celebrate, represent and meet the needs of gender diverse communities. This includes at WOW Rotherham and its accompanying WOWsers programme, at Rotherham Pride, and through a wide range of other events such as Libraries' LGBT+ History Month activities and Clifton Park Museum's identity exhibition. We also ensure that diverse representation is included across all events, regardless of their key focus (for example, programming openly LGBT+ singers and performers at events such as Signals Festival and Rotherham Show).</p> <p>Action is listed as 'partially complete' as we note the need to consider how gender diversity is effectively and appropriately represented and explored across our Creative Learning programme.</p>
<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 Deliver an events programme that specifically celebrates, represents and meets the need of 	<p>Race Age (Children & Young People)</p>	<p>Ongoing</p> <p>August 2024 and ongoing</p> <p>Ongoing</p>	<p>Partially complete:</p> <p>We have and continue to deliver creative workshops and events with groups who specifically work with Global Majority communities, including (but not limited to): REMA (Rotherham Ethnic Minority Alliance); Clifton Learning Partnership; Liberty Church; Tamkeen; the organisers of Eid In The Park; and Scout groups based within Rotherham's mosques. We also have a strong track record of working</p>

<p>Global Majority communities (e.g., Ferham Festival)</p> <ul style="list-style-type: none"> • Ensure diverse representation across all creative programming, in line with the programme's demographics monitoring frameworks 		<p>effectively with schools located in our borough's most ethnically diverse wards.</p> <p>We are building celebrating and exploring diverse identities into many of our flagship programmes, such as large-scale artistic commissions for WOW Rotherham, as a core theme of Clifton Park Museum's flagship 2025 identity, in artistic work commissioned through Flux Rotherham's Gallery Town project, and through the Libraries' Traditional Tales Untraditionally Told project as part of Mother Language Day. This is in addition to events specifically focused on celebrating Global Majority communities, including Ferham Festival.</p> <p>Funding through Arts Council England will enable us to bring in specialist advice and support to further develop the inclusivity and diversity of the work we deliver in relation to Global Majority communities. Note that this has yet to be commissioned; this work will be commissioned by the Place Partnership Fund consortium in response to emergent need.</p> <p>However, through consultation and action learning, we note that many Global Majority young people face barriers to attending formal youth groups, and as such</p>
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			<p>we need to expand our work with Global Majority children and young beyond the activity already planned. We particularly note that there are a wide range of faith groups who we have done little or no work with yet (for example, youth groups based in churches with majority Black congregations or more in-depth work in mosques; we have also not yet done focused work with Rotherham's Jewish, Hindu or Sikh communities). As such, these will be set as key groups for engagement in our service's workplans.</p> <p>We also note the need to develop a larger number of festivals and celebration activities specifically focused on celebrating and platforming Global Majority communities; in particular events celebrating South Asian communities, African diaspora communities, and Eastern European communities, as these are the largest non-White British demographics in the Rotherham borough. Again, this will be built into our service's workplans throughout 2025.</p>
<ul style="list-style-type: none"> Care Experienced Communities: Targeted promotion of Children's Capital of Culture opportunities to local groups / networks who work specifically with care experienced children and young people, and 	Age (Children & Young People)	Ongoing	<p>Partially complete:</p> <p>Children's Capital of Culture have worked effectively with organisations who support care experienced children and young people (for example, Affinity CIC and the</p>

<p>to local educational settings with a high proportion of care experienced students (including Virtual School Rotherham)</p> <ul style="list-style-type: none"> • Deliver creative programmes in partnership with specialist support organisations that specifically celebrate, represent and meet the need of Care Experienced children and young people 		<p>August 2024 and ongoing</p>	<p>LAC Council) and with Virtual School Rotherham (who support the educational journeys of care experienced children and young people who are from Rotherham). Our Creative Learning programmes are open to all pupils (including Looked After Children), and we promote our activities through organisations like Affinity CIC and the LAC Council.</p> <p>Funding through Arts Council England will enable us to bring in specialist advice and support to further develop the inclusivity and diversity of the work we deliver in relation to care experienced communities. Note that this has yet to be commissioned; this work will be commissioned by the Place Partnership Fund consortium in response to emergent need.</p> <p>Though we have done some smaller-scale creative workshops programmes with the LAC Council in 2024 and 2025, we currently have no projects within our service plan that are specifically targeted at celebrating, representing, and meeting the needs of Care Experienced children and young people. As such, this work needs to be prioritised in the service's workplans for 2025. Budget from our Arts Council England Place Partnership Fund around access, inclusion and specialist support</p>
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			and advice will be utilised to fund this activity.
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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	
Chris Siddall	Head of Sport, Leisure & Strategic Partnerships (CST Safeguarding Lead)	
Polly Hamilton	Assistant Director for Culture, Sport & Tourism	
Andrew Bramidge	Interim Strategic Director for Regeneration & Environment	
Cllr David Sheppard	Deputy Leader and Cabinet Member for Social Inclusion	

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	Initial analysis took place on 31 st May 2024; review took place on 26 th February 2025
Report title and date	Children's Capital of Culture 2025
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	26 th February 2025