

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: Employment Solutions 2025-26	
Date of Equality Analysis (EA): 27 th March 2025	
Directorate: Adult Care, Housing & Public Health	Service area: Housing Income and Support Services
Lead Manager: Sean O'Connor, Employment Solutions Manager	Contact number: 07708287540 sean.o'connor@rotherham.gov.uk
Is this a:	
☐ Strategy / Policy	☒ Service / Function
☐ Other	
If other, please specify	

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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)
Sean O'Connor	Rotherham MBC	Service Manager
Lindsay Wynn	Rotherham MBC	HRA Business Planning Manager
Paul Elliott	Rotherham MBC	Head of Housing Income & Support Services

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The employment solutions team will continue to offer an integrated programme of bespoke pre-employment activity designed to support **Unemployed** and residents on **Low income** in Rotherham to access the labour market or improve their financial circumstances.

Each participant, following triage to determine the general nature of their needs, will receive:

- Access to a keyworker who will work with them 1:1
- A recorded whole-person diagnostic of need to understand their current position, barriers and need.
- A personalised action plan which identifies the most relevant support and interventions
- Continued ongoing support from their keyworker who will be a touch point throughout their journey.

Support and interventions identified for participants will then be drawn from a suite of activity. Support offered will be for adults aged 18+ and will include:

- Individual assessments undertaken in non-threatening environments.
- Tailored support for communities/individuals with specific barriers (e.g. qualification recognition/ESOL for non-UK nationals)
- Flexible support packages based on individual assessment and co-designed with participants to address specific barriers.
- Confidence-building
- Barrier-busting wraparound support (e.g. debt/benefits advice, therapy, interview support, childcare, transport, ESOL)
- Volunteering placements
- Funded training for those ineligible for Adult Skills Fund (formally AEB)
- For some participants, direct progression into employment
- Post-programme support

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

Local population demographic data (Census 2021 emerging)

Ward profiles contain detailed, localised information

ONS Data Sept 2024 - 44,100 economically inactive individuals in Rotherham - approximately 1 in 3 of the working age population. Of these it is thought about 6,100 currently want a job.

Through engagement, including a telephone survey of 750 economically inactive South Yorkshire residents, and data analysis, **the Pathways to Work Commission July 24** identified systemic barriers including health conditions, caring responsibilities, skills gaps and transport issues.

The commission identified there are more women out of work than men, though the gap has narrowed in recent decades. Broadly, economically inactive people are more likely to be female whilst active unemployed people are slightly more likely to be male, particularly in the youngest cohorts.

Participation in work also varies by age, with the youngest and oldest cohorts most likely to be economically inactive – in large part due to education participation amongst the former and early retirement amongst the latter.

Rates of economic inactivity are far higher in areas of income deprivation – the wards of Rotherham East, Rotherham West, Boston Castle and Dalton and Thrybergh have the highest rates of unemployment, economic inactivity and long-term sickness.

Discussions have been held with a number of Voluntary Community Sector (VCS) groups located in the above areas, to identify the best places, and ways, to engage with those local residents from the target cohorts in situations where they feel comfortable.

In the Census 2021, the majority of economically inactive were white English, Welsh, Scottish, Northern Irish or British (29,541 – 20.7% of the cohort). Long term sick or disabled was the most common reason for economic inactivity

20,321 Rotherham residents (14.8% of 163,490) excluding students declared a non-white British Ethnic Group. Of these 5,117 (25.2%) were economically inactive. The largest subgroup (9,284) was Asian, Asian British or Asian Welsh. Within this ethnicity cohort 2,704 (29.1%) were economically inactive. Looking after home or family was the most common reason for economic inactivity in this group. Inactivity is notably high in the “Other” ethnic group cohort (37.8% of 1,847) within this cohort looking after home or family and “other reasons” were the most common reasons for economic inactivity (equal distribution between the two).

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Are there any gaps in the information that you are aware of? Disaggregated data on economic activity by all protected characteristics. Longitudinal data on employment outcomes for programme participants.	
What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? The service will be a combination office based and community delivery. Referrals will be received via Project Support Officers. Data will be collated through the initial registration forms. Information recorded is likely to include: • Name • Date of birth • Sex • Ethnicity • Highest education level • Employment status • Length of time unemployed (if applicable) • In receipt of benefit(s) • Disability status • Health condition Monitoring plans are still being developed. It is proposed to develop an annual impact report that will analyse the impact of the proposed activity, this will include analysis of equalities data.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	• Employment event held 21st March 2025. Involved consultation with a combination of businesses, education providers and customers. • Job Centre & DWP for referrals. • Various partners and providers to prevent any cross-over in delivery. Consultation has ensured that the correct model of delivery is in place and is addressing the correct intervention to support barriers in accessing the local labour market.
Engagement undertaken with staff (date and group(s) consulted and key findings)	• RiDO for additional employment support. Opportunity to build additional capacity into Employment Solutions to support Advance Team delivery.

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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? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Age - the service includes targeted support for residents age 18+ to enter and sustain employment.

Ethnicity – While the service is open to all resident in the borough to engage, there may be the requirement to target specific hard to engage ethnic group e.g. Roma Slovakian community.

Disability - Intensive Case Management and workplace adjustments for people with long term health conditions

Gender - recognising and tackling gender barriers, such as childcare responsibilities, that are affecting employment.

Carers - Specific support for those balancing caring duties and work readiness.

Socio-economic status - Addressing financial barriers such as the “benefit trap,” transport issues and low digital literacy.

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

Potential barrier - low engagement from some hard-to-reach groups due to trust issues or systemic barriers.

Mitigation local outreach through delivery in community-based settings. Networking with partner organisations.

Potential barrier employer reluctance to hire individuals with complex needs.

Mitigation Active employer engagements to educate them on what support is available in order to create opportunities.

Potential Barrier – individuals struggling on a return to work.

Mitigation – provide on-going in work support.

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

Yes by:

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- providing personalised employment support.
- enhancing employer engagement and awareness.
- improving referral pathways to health and social support services.
- Offering flexible support to address individual needs.

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 service is expected to

- improve social mobility and economic inclusion.
- foster stronger collaboration between the council, businesses and community groups.
- reduce long term dependency on benefits improving overall economic resilience.

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 T 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: Employment Solutions 2025-26
Directorate and service area: Adult Care, Housing & Public Health, Housing Income and Support Service
Lead Manager: Sean O'Connor
Summary of findings:

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Further develop relationships between DWP and local businesses.	all	05/26
Implement and monitor governance and data processes, with the production of an annual impact report.	all	05/26

***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**

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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
James Clark	Assistant Direction of Housing	
Cllr Robert Taylor	Cabinet Member for Transport, Jobs and the Local Economy	

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	31/03/25
Report title and date	Employment Solutions 2025-26, 12 th May 2025
Date report sent for publication	28/04/25
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	31/03/25