

Appendix 3.

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	
Title: Endorsement of the Health and Wellbeing Strategy 2025	
Directorate: Adults, Housing and Public Health	Service area: Public Health
Lead person: Alex Hawley	Contact: alex.hawley@rotherham.gov.uk
Is this a:	
☒ Strategy / Policy	☐ Service / Function ☐ Other
If other, please specify	

2. Please provide a brief description of what you are screening
The new Health and Wellbeing Strategy is replacing the previous strategy that expired in March. The board is required to publish a strategy under the duties set out in the Health and Social Care Act (2012). The strategy will facilitate the Health and Wellbeing board to develop of plans and interventions across the local system.

3. Relevance to equality and diversity

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?	X	
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	X	
Have there been or likely to be any public concerns regarding the proposal?		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect the Council's workforce or employment practices?	X	

If you have answered no to all the questions above, please explain the reason

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).

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

Both the most recent National Census data (2021) and Join Needs Strategic Assessment (JNSA) have been used to inform the understanding of the borough and its population. This evidence base has been used when setting aims and priorities for the new strategy.

The process for drafting the strategy update has also utilised public consultation and been subject to ongoing lead officer, medical and public health practitioner, elected member and key stakeholder consultation. This process has ensured that the relevant health data for the borough is being considered alongside resident and staff experience and insight which has developed our understanding of the need and best approach for the new Health and Wellbeing Strategy.

One of the core principles of the strategy is to address health inequality which has ensured that the development of the new strategy has considered the reasons for inequality across the borough and the systemic ways our health and wellbeing services can align to both improve outcomes for those who need support but also ensure that our opportunities for health security in Rotherham are more equal and no groups are marginalised.

- **Key findings**

The 2021 Census data and JNSA data has identified the Rotherham population as being above the national average suspected to be due to a large proportion of the 18-29 population leaving Rotherham for study and work opportunities. There is population growth due to their being more births than deaths in Rotherham.

Very significantly for this strategy we have found that 36% of the population live in the most deprived quintile with deprivation being a major cause of health inequalities. Over 11,000 children in Rotherham live in absolute poverty and over 3,700 people currently access adult social care services with around half being over 75. These key findings tell us that a substantial amount of our population and their health standards and opportunities restricted due to their age.

Public consultation told us that the importance of tailoring our services to meet the needs of specific groups was also seen to be important, whether that be through considering protected characteristics, language, stigma, individual access to resources or individual needs. This has been considered and included in the draft Health and Wellbeing Strategy.

Public consultation also told us that there is a strong sense that some of the answers to better health lie in strengthening our community networks and resources and investing in our natural and built environments. Health at work, poverty reduction and access to healthy food were also identified as key areas for development. This feedback is being considered and has been reflected in our ways of working included in the draft strategy.

- **Actions**

In the New Health and Wellbeing strategy we commit to ways of working that will ensure consideration of equality diversity and inclusion. Specifically, these ways of working commit the board to:

- Always using an evidence-based approach
- Tackling health inequality in Rotherham
- Strengthening and making the most of community assets

These ways of working underpin all our working with partners, work in communities and the way we interact with residents. Through making sure that we have effectively considered the equality and diversity of health and wellbeing in the borough by incorporating these into our ways of working we can ensure commitment towards providing more fair and equal health outcomes.

A full equalities analysis will also be undertaken to accompany the Cabinet Report.

Date to scope and plan your Equality Analysis:	17/04/25
Date to complete your Equality Analysis:	24/04/25
Lead person for your Equality Analysis (Include name and job title):	Oscar Holden – Corporate Improvement Officer

5. Governance, ownership and approval

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

Name	Job title	Date
Alex Hawley	Acting Director of Public Health	04/08/25

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 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 of **all** screenings 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 screening completed	16/04/25
Report title and date	Endorsement of the Health and Wellbeing Board Strategy 2025, 15 September 2025

If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet decision, Endorsement of the Health and Wellbeing Strategy, 15 September 2025.
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	16/04/25