

## 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:** Draft Housing Strategy 2025 – 2030

**Directorate:** Adult Care, Housing & Public Health

**Service area:** Strategic Housing and Development

**Lead person:** Garry Newton

**Contact:**  
garry.newton@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

Rotherham's Housing Strategy is refreshed every 3-5 years, and the next refresh is due to be published in 2025.

The strategy will set out the authority's priorities for housing across the borough and by doing so it will aim to reduce barriers that some residents face in accessing safe and secure housing that is suitable for their needs.

### 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?**

The primary aim of the Housing Strategy is to increase housing supply which in turn should have a positive impact on and reduce any barriers that residents face in

accessing safe and secure housing that is suitable for their needs.

The development of the strategy is data and evidence based; and includes using data collected to assess local demographics and demand.

Sources of data include;

- RMBC Housing register
- Children and Adult Social Care customer records
- Area Housing Need profiles
- Strategic Housing Market Assessment
- Joint Strategic Needs Assessment
- Census data and other external government data related to people and house building

The Council will consult with residents and key stakeholders including via the Rotherham Show, the Housing Involvement Panel, Tenant's Open Day and Strategic Housing Forum. Key Council officers and other stakeholders will be consulted on the draft strategy priorities and will be invited to comment during a meeting or via email. Consultation will be carried out with residents via an online survey (anonymous).

The survey responses will be checked to ensure they are representative of the borough in terms of the protected characteristics. And where a cross section of the community is not or is underrepresented then additional surveys or a focus group will be explored.

- **Key findings**

The Housing Strategy's purpose is to address key housing issues, in particular the limited supply of housing. Many people struggle with accessing the type of housing that they need, however access to the right home disproportionately impacts on older people, young people, carers, care leavers, and people who have a disability or health condition.

The strategy and through the application of housing policies (such as the allocation policy) will have a positive impact by breaking down some of the barriers that people face in accessing housing specific to their needs; whatever their specialist needs may be. The analysis of housing needs by different need groups will help ensure that the strategy has a positive impact across all protected characteristics.

The strategy will align with other key strategies and frameworks across the Council as part of the "One Council" approach. Links to other key documents;

- Council Plan and Year Ahead Plan
- Housing Service Plan
- Thriving Neighbourhoods Strategy
- Health and Wellbeing Strategy
- Homelessness Prevention and Rough Sleeper Strategy
- Financial Inclusion Strategy
- Tenant Engagement Framework
- Safer Rotherham Partnership Plan
- Healthy Homes Plan

|                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• <b>Actions</b></li> <li>• Complete a full Equality Analysis</li> <li>• Ensure evidence used to shape the strategy is reflective of the local demographic</li> <li>• Monitor equality analysis over the life span of the strategy to ensure actions are completed</li> <li>• Consult residents on the proposed content and feedback on progress during the life span of the strategy</li> </ul> |                                                              |
| Date to scope and plan your Equality Analysis:                                                                                                                                                                                                                                                                                                                                                                                          | August 2024                                                  |
| Date to complete your Equality Analysis:                                                                                                                                                                                                                                                                                                                                                                                                | December 2024                                                |
| Lead person for your Equality Analysis<br>(Include name and job title):                                                                                                                                                                                                                                                                                                                                                                 | Garry Newton<br>Housing Development Intelligence Coordinator |

## 5. Governance, ownership and approval

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

| Name              | Job title                                         | Date     |
|-------------------|---------------------------------------------------|----------|
| Michael Hellewell | Head of Strategic Housing and Development Service | 20/03/25 |

## 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](mailto: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.

|                                                                                                                                                                            |                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Date screening completed</b>                                                                                                                                            | 26.07.24                                                                              |
| <b>Report title and date</b>                                                                                                                                               | Draft Housing Strategy 2025 – 2030<br>– Cabinet date: 15 <sup>th</sup> September 2025 |
| <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> | Cabinet date: 15 <sup>th</sup> September 2025                                         |
| <b>Date screening sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>                        | 28.02.25                                                                              |