

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: <u>Rotherham Music: Fees & Charges for Academic Year 25/26</u>	
Directorate: Culture, Sport and Tourism	Service area: Creative Programming and Engagement
Lead person: Toby Smith	Contact number: 01709 807614
Is this a:	
<input checked="" 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
As part of budget setting for the 2025/6 budget the service was granted an exemption from the inflationary price increase to allow time for a full review of the schedule of Fees & Charges. The report sets out the factors that present challenge for the service and the areas of opportunity that could be linked to price. It

proposes a new set of Fees & Charges that better reflects the current service offer and the associated pricing strategy for each for the academic year 2025/6 to be implemented from September 2025.

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?	Yes	
Could the proposal affect service users?	Yes	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?		No
Have there been or likely to be any public concerns regarding the proposal?		No
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect the Council's workforce or employment practices?		No

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

N/A

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 service is aware that a constant increase in pricing will only have a negative effect on lower income families across the borough. The proposed pricing strategy for 2025/6 academic year is designed to provide a more affordable approach whilst balancing the rising cost of operations.

- **Key findings**

The report sets out the impact of price increases linked to inflationary increase year on year which has resulted in the loss of 320 customers linked to the affordability of the offer. This was further compounded by a data cleanse to remove bad debtors which removed a further 110 customers. The service needs to rebuild its customer base and as such has suggested a range of changes to its pricing strategy.

- **Actions**

The report recommends the following actions:

- To approve the amends to the schedule of Fees & Charges.
- To approve the proposed Fees & Charges for academic year 2025/6.
- To approve the implementation of Fees & Charges for Rotherham Music from September onwards to avoid prohibiting participation mid-way through the academic year.

The following actions aim to manage the impact of the above actions on marginalised and under-served groups:

- Develop an affordable pricing policy that ensures the operating costs of the service are balanced with ensuring that the service is as widely accessible as possible, including a remissions policy to support additional access for children and young people from low-income households:
 - Initial trail R&D period academic year 2025/6
 - Full pricing policy implemented from academic year 2026/7
- Provision of a Remissions Policy to agree discounts for marginalised and under-served groups
 - Development of a Service Dashboard that monitors engagement levels across key target groups

Date to scope and plan your Equality Analysis:

25th June 2025

Date to complete your Equality Analysis:

25th June 2025

Lead person for your Equality Analysis

Toby Smith

(Include name and job title):	Music Service Manager
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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 & Engagement	3 rd July 2025
Polly Hamilton	Assistant Director for Culture, Sport & Tourism	
Andrew Bramidge	Strategic Director for Regeneration & Environment	
Cllr Lynda Marshall	Cabinet Member for Street Scene & Green Spaces	

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	17 th July 2025
Report title and date	Rotherham Music: Fees & Charges for Academic Year 25/26
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	N/A
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	