

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: Safer Rotherham Partnership Strategy 2025-28	
Date of Equality Analysis (EA): 03/02/25	
Directorate: Regeneration and Environment	Service area: Community Safety
Lead Manager: Carol Adamson Emma Ellis	Contact number: 07919 302448 07823 641348
Is this a: ☒ Strategy / Policy ☐ Service / Function ☐ 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)
Carol Adamson	RMBC	Community Safety Service Manager
Emma Ellis	RMBC	Head of Service, Community Safety and Regulatory Services
Helen Banerjee	RMBC	Community Safety Officer
Also reported to the Safer Rotherham Partnership Board		

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 strategy sets out how the Safer Rotherham Partnership (which is the borough's Community Safety Partnership, set up under the Crime and Disorder Act 1998) will achieve the duties of the responsible authorities to work together to protect local communities and help people feel safer. The strategy impacts on every individual/community in the borough along with businesses, voluntary and community sector organisations, public bodies and partner agencies. The strategy demonstrates how strong strategic leadership, planning, performance management and problem solving will result in action plans which aim to deliver long term, sustainable solutions and improved outcomes for the people of Rotherham.
What equality information is available? (Include any engagement undertaken) The partnership analyst gathered data and information held on South Yorkshire Police systems against identified crime themes and Council/partner data leads also contributed data and information from relevant partner services. This information informed the production of the Joint Strategic Intelligence Assessment documents for the identified crime themes (JSIA). The Joint Strategic Intelligence Assessment (JSIA) aims to provide the Safer Rotherham Partnership (SRP) with a quantitative evidence base for current and emerging trends of crime and disorder within the Rotherham borough. The JSIA 2023/2024 will inform decisions of the SRP through strategic planning and identifies the medium to long-term threat, harm and risk issues, both apparent and emerging and considers current policing

and partnership activities, but also provides a forecast of likely future developments and the capacity and capability to respond.

Consultation has taken place with communities of interest covering Equality Act protected characteristic groups and geographic communities of interest as well as with the general public and partner stakeholders. This has included stalls at Rotherham Show, Council Tenants Engagement Event, Crossroads Dementia Conference, GP Protected Learning Time Event and within colleges and holding separate focus groups with groups including Youth Cabinet and In Care Youth Group.

Equality information was also gathered as part of the online survey and the outcomes of consultation have been used to confirm the priorities and will inform subsequent action planning and performance measures.

Are there any gaps in the information that you are aware of?

No – in addition to the above, outcomes from other consultations taking place at the same time have been considered including the Council Plan, Ward Plans, Housing Strategy Consultation and Rural Crime Engagement.

There are also cross cutting themes for all priorities for Service User Voice and Equality and Inclusion which will include ongoing engagement and discussion with partners and communities to allow for emerging issues to be identified and information to be kept up to date.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Each priority within the SRP Strategy has a set of performance indicators that are monitored by strategic theme leads and partnership priority groups – where appropriate this data is disaggregated by protected characteristic.

Action Plans will be developed for each strategic priority and quarterly performance reports will be produced and reported to the Safer Rotherham Partnership Board. The Safer Rotherham Partnership Board will monitor and oversee progress, provide strategic level decision making and constructive challenge.

The commitments and objectives within each strategic priority area and the associated actions plans and performance measures will be reviewed annually and agreed with the Safer Rotherham Partnership Board.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

The public online survey was open from 4th September 2024 to 14th December 2024. The purpose of the survey was to:

- Confirm the proposed overarching priorities for 2025-28

	• Identify the types of partnership responses that are most important to stakeholders under each priority to inform action planning • Identify any important community safety issues not addressed by the proposed priorities The survey was available on social media and was also circulated to partners and voluntary and community sector groups. Community Safety attended a number of events and completed the survey with people in person to engage to community and remove barriers. Alongside the online survey there was an invitation for groups or individuals to feed their views in other ways including focus groups and via e-mail. Detailed outcomes are available. A summary is below: The online survey identified that the most important issues were: • Anti-social behaviour • Burglary (residential) • Road safety • Violent crime • Alcohol and substance misuse The most important actions the public wanted to see were to: • Gather evidence against offenders and bring them to justice. • Increased work on prevention and early identification of issues to stop abuse or crimes occurring in the first place. • Take action to disrupt offenders to prevent them having the opportunity to commit offences Alongside online surveys for the general public and consultation with partner strategic leadership boards and employees, we also held a focus group event for Voluntary and Community Sector Groups on 5th November 2024. Attendees included representatives from YWCA Yorkshire, JADE Youth Group, Clifton Learning Partnership, the Rainbow Project, Shiloh and Rush House. Engagement at events was carried out through conversations at stalls whilst giving out community safety related information. These included Rotherham Show, Council Tenants Engagement Event,
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	Crossroads Dementia Conference, GP Protected Learning Time Event, Youth Cabinet and IC Youth Group. In relation to geographic communities, the outcome of Ward Plan consultations which took place in summer 2024 were analysed. Common themes related to community safety included in ward priorities were: • Anti-social behaviour • Road safety The consultation was also presented to the Parish Council Network meeting and the online survey promoted.
Engagement undertaken with staff (date and group(s) consulted and key findings)	Staff from partner organisations provided data and information for the SYP Partnership Analyst from June to September 2024 and were also invited to complete the online consultation survey as above. Strategic leaders from across the partnership were consulted via meetings from September 2024 to December 2024. These partners included Cabinet Members, Elected Members and members of the following boards/groups: • Rotherham Together Partnership • Strategic Housing Forum • Safeguarding Adults Board • Health and Wellbeing Board • Cultural Partnership Board • Safeguarding Children Partnership • Business Growth Board • Safer Rotherham Partnership priority groups Recommendations about key actions required included training and awareness raising across a range of issues, more resources and supporting police interventions, clear pathways into services, early intervention, improved links with the voluntary and community sector, partnership work including youths and funding. Regular reports and approvals were sought from the SRP Board at each stage of the SRP Strategy and priority development from September 2024 to February 2025. Provisional SRP Board Priorities and Structures 2025/28 were presented to the Safer Rotherham Partnership Board in December 2024 and approved.

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)

The Safer Rotherham Partnership plan meets the needs of different communities and groups by driving action to achieve its key priorities which are fully inclusive of the above protected characteristic groups. The key priorities are:

- Safer Neighbourhoods
- Tackling Violence, Abuse and Exploitation
- Preventing offending – Building resilience

The priorities will directly address needs of different groups and communities in the following ways:

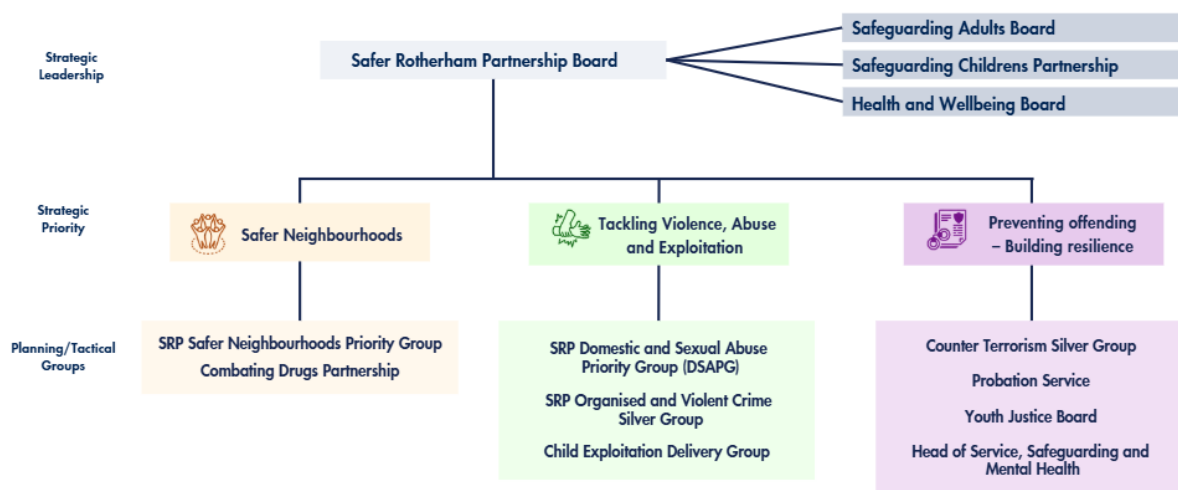
- Safer Neighbourhoods
 - Hate Crime – Focusing on the use of education and engagement to prevent hate crime by tackling the drivers of hate.
 - Problem solving in neighbourhoods – exploring innovative ways to educate partners and the public around online safety and digital technologies, particularly amongst groups with additional vulnerabilities which increase their risk to online crime
 - Anti-social behaviour – addressing perceptions of ASB and promoting community cohesion
- Tackling Violence, Abuse and Exploitation
 - Violence Against Women and Girls – reducing male violence against women and girls focusing on engagement and awareness to improve feelings of safety for women and girls and promote equality
 - Serious Violence - Increasing community awareness and engagement to prevent organised and violent crime through education and outreach and promote cohesion and unity in communities
- Preventing offending – Building resilience
 - Preventing radicalisation – Reducing the risk of terrorism through a partnership approach aimed at combatting discrimination and prejudice and encouraging understanding and acceptance among diverse groups.

There are also cross cutting themes which will be embedded into each priority:

- Online Crime - Plans and actions for each priority area will take into account how online crime impacts on each crime/priority.

- Service User Voice - The voice of service users, including protected characteristic groups, will inform priority setting, action planning and performance management.
- Equality - Access and the impact of actions and services on communities including protected characteristic groups will be monitored.

Each of the priorities is monitored, reviewed and evaluated in their respective planning/tactical groups and there are individual action plans produced. Performance measures are agreed and reviewed annually and updates are provided to the safer Rotherham Partnership Board quarterly.



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

No specific issues have been identified. By addressing the crime and community safety concerns affecting Rotherham's diverse populations, this policy aims to foster equality and strengthen community relations. Through consultations with key stakeholders, including partners, Voluntary and Community Sector Groups, and residents, the policy is designed to enhance community cohesion. Equality is a central theme throughout the strategy, ensuring that no barriers exist for any communities or groups.

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

The SRP Strategy identifies and puts in place actions to protect the most vulnerable people and communities within the Borough. Action plans for each priority will also focus on the cross cutting themes of Service User Voice and Equality and Inclusion and include actions and performance measures to ensure communities are engaged and included. In developing action plans to achieve objectives, barriers identified through the JSIA documents and consultation will be addressed, for example in relation to access to services, access to the criminal justice system and prevention and early intervention support.

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)

A key priority of the SRP Strategy is Safer Neighbourhoods, which includes problem-solving in local areas and addressing hate crime. Online crime, service user voice, and equality are integral themes across all priority areas.

The SRP Strategy and its associated action plans aim to tackle the underlying attitudes that foster hate, prejudice, and division within communities. By taking early action to prevent community tensions, the plan seeks to build resilience within communities and among young people, countering harmful influences, especially online hate and extremism.

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: Safer Rotherham Partnership Strategy 2025-28
Directorate and service area: Regeneration and Environment, Community Safety and Street Scene
Lead Manager: Emma Ellis
Summary of findings:
The Safer Rotherham Partnership Strategy 2025-28 sets out how the Rotherham community safety partnership will work together to protect vulnerable people, help people feel safer and build safer and stronger communities. The strategy impacts on every individual/community in the borough along with businesses, voluntary and community sector organisations, public bodies and partner agencies and acknowledges that communities and individuals have different needs and vulnerabilities. The strategy demonstrates how strong strategic leadership, planning, performance management and problem solving will result in action plans which aim to deliver long term, sustainable solutions and improved outcomes for the people of Rotherham.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
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Appendix 4 - Community Safety Strategy 2025-2028

Performance information will be monitored on a quarterly basis to ensure actions achieve their intended impacts on communities/protected characteristic groups. Annual reviews of crime data and assessments of changing and emerging risks will be carried out.	All groups as below	Quarterly from 30 June 2025 to 31 March 2028
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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
Councillor Alam	SRP Board Chair and Cabinet Member for Finance & Community Safety	
Andrew Bramidge	Director, Regeneration and Environment	

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	03/02/25
Report title and date	Safer Rotherham Partnership Strategy 2025-28
Date report sent for publication	

Appendix 4 - Community Safety Strategy 2025-2028

Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	16.05.2025
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