

Appendix 3.

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: Rotherham Safeguarding Adults Strategic Plan 2025-28	
Date of Equality Analysis (EA): 06/10/25	
Directorate: Adult Social Care, Housing and Public Health	Service area: Safeguarding Adults Board
Lead Manager: Jackie Scantlebury	Contact number: Jackie.scantlebury@rotherham.gov.uk
Is this a:	
☐ Strategy / Policy	☐ Service / Function
☒ Other	
If other, please specify Strategic Plan	

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)
Jackie Scantlebury	RMBC	Safeguarding Board Manager
Kirsty Littlewood	RMBC	Assistant Director Adult Social Care
Ian Spicer	RMBC	Director Adult Social Care, Housing and Public Health

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 Care Act 2014 requires all Safeguarding Adult Boards (SABs) to produce a strategic plan. The strategic plan is a statement of a SAB's vision, objectives, and agreed-upon strategic priorities for the next three years.

The Strategic Plan informs the public about the SAB's plans and commitment to keeping adults safe.

The Rotherham Safeguarding Adults Board will work with all safeguarding partners to fulfil the strategic objectives for 2025-28.

Strategic Objective 1 – Communication, Engagement, and Voice

Improving safeguarding awareness across all residents, communities, and partner organisations.

Strategic Objective 2 – Prevention and Early Intervention

Developing tools to support practice that promotes open cultures and reduces the risk of abuse and neglect.

Strategic Objective 3 Leadership and Partnership

Promote effective leadership, partnership working and governance for safeguarding adults, which hold partners and agencies to account.

Strategic Objective 4 – Making Safeguarding Personal

Ensure that safeguarding practice places the adult at the centre of everything we do and supports them in making their own decisions and outcomes

Strategic Objective 5 – Learning and Development

Identify and share learning to drive practice development and improvement

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

This report supports the Council to comply with legal obligations encompassed in the:

This is an overarching high-level partnership plan. Individual partner and agencies hold responsibility in meeting their Public Sector Equality Duty (PSED) under the Equality Act 2010 within their own organisation including the collection and monitoring of equalities information.

Aggregated partner performance and outcome data is monitored at a high-level via the RSAB Performance Sub-Group and reported to board on a quarterly basis, and this has informed this strategy. This includes trends, abuse themes and response activity to abuse. Currently this is not routinely analysed by protected characteristics but can be requested by the RSAB.

The core information provider for adults safeguarding is the Council. The Council's adult social care (ASC) case management system collects and holds data across all protected characteristics. ASC customer profile reports are in place to understand all those accessing social care support. Developments are underway to create a specific profile focusing on just those subject to a Safeguarding Concern or Enquiry this will include demographic and geographic analysis.

Engagement for development of this plan has been at a professional level only. Partners are required and responsibly for engagement within their own organisations.

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

Information is owned by individual partners and held within their systems. It is their responsibility to identify any gaps and undertake data development to address them.

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

The Rotherham Safeguarding Adults Strategic Plan 2025-28 progress will be captured in an action plan. The Action Plan will be monitored by the Board and the Executive Members when it is presented to meetings held quarterly.

The Strategic Plan will be available via the Rotherham Safeguarding Adults Board Website.

We will provide the Strategic Plan in an easy-read version.

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

The Rotherham Safeguarding Adults Board held a Development Day in January 2025. All partners of the Board and the wider Safeguarding partnership were consulted on what the new Strategic Priorities should be.

A draft plan was circulated to agree the new priorities, and the final draft was signed off by all Board Members in July 2025.

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

N/A

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 Strategic Plan has an objective to ensure the customer voice is heard at Board level. The development of a Voice subgroup will actively engage with seldom heard and hard to reach groups to ensure they are heard at Board.

Voluntary Action Rotherham will assist the Board in developing the subgroup, liaising with their members to ensure the Voice subgroup has representation from a host of organisations. VAR will work with its members to develop a Terms of Reference for the subgroup that is inclusive.

The Voice subgroup will ensure that groups that engage with people who are not already represented at the Board, have an equal opportunity to be heard, so express their views and to give feedback on safeguarding services in Rotherham. We will ensure the underrepresented are invited to join the Voice subgroup.

The objectives of the plan will be overseen by the Safeguarding Board members and progress and success will be captured in an action plan.

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

The Plan does not present any problems or barriers to communities.
The plan can be translated into other languages if needed.

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

The Strategic Plan has an objective that focuses on Voice and Co-production. The objectives of the plan are to improve the RSAB's work with the community and remove any barriers in reporting safeguarding issues. The plan also works to promote an awareness of safeguarding adult issues.

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 RSAB Strategic Plan aims to promote an awareness of safeguarding to all residents of Rotherham with a focus on engagement with seldom heard voices and groups.

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: Rotherham Safeguarding Adults Board Strategic Plan 2025-28
Directorate and service area: Adult Care, Housing & Public Health,
Lead Manager: Jackie Scantlebury Rotherham Safeguarding Adults Board Manager
Summary of findings: The equality analysis has been completed to ensure that residents across the borough including those with care and support needs, their families and unpaid carers, can access the Rotherham Safeguarding Adults Strategic Plan 2025-28. Care has been taken in the design of the document, from the images to the language, so that key information and data can be understood meaning that the document is effective, inclusive, and accessible to all.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Easy read version	D	April 2026
Translated into other languages (if needed)	RE	April 2026

***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
Ian Spice	Director of Adult Care, Housing and Public Health	24/09/25
John Edwards	Chief Executive Senior Leadership Team	30/09/25
Cllr Baker-Rogers	Cabinet Member for Adult Social Care & Health	13/10/25

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	6 th October 2025
Report title and date	Rotherham Safeguarding Adults Board Strategic Plan 2025-28 Cabinet - 17 th November 2025
Date report sent for publication	13 th October 2025
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	08/10/25