

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: Rotherham Employment and Skills strategy 2026-31

Directorate: R&E

Service area: RiDO

Lead person: Simeon Leach

Contact:
Simeon.leach@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

A strategy to set out the framework for employment and skills development and delivery in Rotherham over the next 5 years.

This will link closely to the SY Skills Strategy (published late 2024), whose 3 “missions” are:

1. Move those far from the labour market into work or ready for work
2. Raise attainment of core knowledge and skills
3. Increase the supply of a high-skilled workforce

While also setting out local priorities and interventions specific to Rotherham, many of which will be focusing on those residents facing multiple barriers to accessing and retaining employment.

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? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent, and consultation is carried out with members of the public to help mitigate future challenge)</i>	X	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>	X	
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>	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 Employment and Skills Strategy will aim to assist all residents of Rotherham in gaining the skills, qualifications and experience to enable them to access sustainable employment and to progress within their chosen career when they do.

Mission 1 from the South Yorkshire Strategy (Move those far from the labour market into work or ready for work) will focus specific support on that cohort of residents who are typically disadvantaged and caught in a cycle of low income, poor access to services, poor health and low aspiration.

The Strategy will target economically inactive residents across a range of sub-cohorts, including, those with disabilities and health conditions (who are significantly less likely to work), ethnic minority groups (who are over-represented among economically inactive people), young people who are not in employment, education or training (NEET), to include care leavers, carers and those from households experiencing inter-generational inactivity or unemployment.

Work with Rotherham employers will ensure that there is an available pool of local labour, able to support the sustainable growth of these businesses. The locality of the work will make it more accessible to those residents who do not own a vehicle and are dependent on public transport.

- **Key findings**

Around 1 in 4 individuals in the UK are not working. In Rotherham the number is 46,600 (ONS March 2024) which is nearer to 1 in 3 of the working age population.

The current system supporting people back into work is fragmented, making it complex and confusing for individuals and employers

Economically inactive people are concentrated in the borough's poorest communities and among minority groups

There is no one experience of 'economic inactivity'.

The term 'economic inactivity' simplifies the diversity of experiences and people, and the blurred lines between health, care and other barriers.

The severity of the impacts of experiencing 'economic inactivity' is connected to individual's resource, situation, and support networks.

Employment has been shown to have a major impact on the mental and physical health of certain individuals.

- **Actions**

Identify potential support for disadvantaged and under-served residents to ensure that they have the skills, experience and confidence to start the journey towards employment and training. This will require personalised support to ensure that the very different number and types of barriers these individuals face can be tackled.

Activity must take a targeted hyper local approach, where possible using trusted VCS partners with lived experience to capture the needs of priority cohorts. One of the identified outcomes of the Pathways to Work model, being using to tackle entrenched economic inactivity, is to build up the activity of the Rotherham VCS to deliver this activity.

Explore opportunities to strengthen data and information flows to ensure resources are deployed in line with available evidence and support effective interventions through data sharing.

Date to scope and plan your Equality Analysis:	22 nd April 2025
Date to complete your Equality Analysis:	12 th May 2025
Lead person for your Equality Analysis (Include name and job title):	Simeon Leach Economic Strategy and Partnerships Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Simeon Leach	Economic Strategy and Partnerships Manager	
Tim O'Connell	Head of Economic Development	
Simon Moss	Assistant Director Planning, Regen and Transport	

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

Appendix 2

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	22 nd April 2025
Report title and date	Rotherham Employment and Skills Strategy 2026-31 Cabinet 15 December 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	15 December 2025
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	22 nd April 2025