

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 Employment and Skills Strategy 2026-31	
Date of Equality Analysis (EA): 10 September 2025	
Directorate: Regeneration and Environment	Service area: Planning Regeneration and Transport
Lead Manager: Simeon Leach	Contact number: 0794 990 1043 Simeon.leach@rotherham.gov.uk
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)
Simeon Leach	Rotherham MBC	Service Specialist
Tim O'Connell	Rotherham MBC	Manager
Simon Moss	Rotherham MBC	Assistant Director

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, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The Strategy will look to assist all Rotherham residents in identifying and obtaining the skills and qualification needed to move towards and access employment, and once in employment to remain their and progress their careers

There will be target groups that are prioritised for specific support, these include:

- people who are not in education or training who are aged 16-24 years old
- People with learning difficulties & disabilities
- people with Physical Disabilities
- people who are ex-offenders
- people who are refugees & asylum Seekers
- ethnic minority groups
- care leavers
- carers and single parents
- older people

As part of the work on the Strategy a dashboard has been produced providing baseline information. This can be accessed at the following link [Rotherham Skills Data Dashboard](#)

Data included comes under 3 headings:

- People and Society
- Education and Skills
- Economy

Each of these then has a number of sub-headings, which in the case of People and Society, includes:

- Deprivation
- Population by Characteristics
- Low income families
- Economic inactivity
- Social mobility

Figures for all of the above a broken down to Ward level and will allow targeted delivery of the activity that comes out of the Strategy. Regular reviews will be undertaken of the data, and additional data sourced to fill any identified gaps, including other characteristics.	
Are there any gaps in the information that you are aware of? We are unaware of any gaps in data at the current time, but if any gaps are identified the scope of the dashboard can be amended. There are plans to establish triage and arrangements for tracking longitudinal data on employment outcomes as mentioned in the action list below.	
What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? The Strategy has a range of key indicators that will be monitored on a regular basis, depending on when updates are available. These will be used to monitor progress and identify where to target activity to ensure that all groups within the borough receive, and benefit	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	The strategy has been consulted on with a wide range of stakeholders, all through the development stage (February – April). Mainly in boards and workshops but also some 1-2-1 meetings: • Rotherham Together Partnership • Business Growth Board • Employment and Skills Board • Humanitarian and Communities Group • Voluntary Action Rotherham and wider VCSE sector • Chamber of Commerce • Local Businesses • RNN There was support for the proposed Strategy and actions, with partners feeding back suggested input. The need for local delivery of activity and a focus on the need to identify the barriers to employment for different groups/characteristics, came across strongly.
Engagement undertaken with staff (date and group(s) consulted and key findings)	

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.)

Age - the strategy includes targeted support for residents of all ages, including young people and older individuals, to enter and sustain employment. There will be an initial focus on young people aged 16-24

Disability – The strategy acknowledges the barriers disabled residents facing in accessing and retaining employment and will identify what support can be targeted to tackle this issue

Race/ethnicity – promotes tailored outreach, to groups with higher economic inactivity rate rates. And acknowledges the importance of delivering support to residents in the areas where they live.

Gender - recognising and tackling gender barriers, such as childcare responsibilities, which are affecting employment.

Carers - Specific support for those balancing caring duties and work readiness

Socio-economic Status - Addressing financial barriers such as the “benefit trap,” transport issues and low digital literacy

The implementation of the Strategy identifies a range of priorities and potential actions across the 3 themes, including all of the above. These will be looked at by Stakeholders, led by the Employment and Skills Board, and the detail of the delivery and how the impact can be monitored, will be agreed

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

Potential barrier - low engagement from some hard to reach groups due to trust issues or systemic barriers

Mitigation local outreach through trusted VCS partners and personalised trauma informed support

Potential barrier employer reluctance to hire individuals with complex needs

Mitigation employer incentives and in work support to facilitate sustained employment

Potential Barrier – individuals struggling on a return to work.

Mitigation – personalised support, will continue in the early part of a person’s employment, with support available as required after that period.

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

Yes by

- providing locally delivered skills training, employment support and jobs

- enhancing employer engagement and awareness of the benefits that can be achieved by employed from protected characteristics
- improving referral pathways to health and social support services
- Offering flexible support projects to address individual needs

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 service is expected to

- improve social mobility and economic inclusion
- foster stronger collaboration between the council, businesses and community groups.
- reduce long term dependency on benefits improving overall economic resilience.

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 T 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 Employment and Skills Strategy 2026-31
Directorate and service area: Regeneration and Environment, Rotherham Investment and Development Office
Lead Manager: Simeon Leach
Summary of findings:
The Strategy will look to assist all Rotherham residents in identifying and obtaining the skills and qualification needed to move towards and access employment, and once in employment to remain their and progress their careers. There are a wide range target groups that are prioritised for specific support. The strategy has been consulted on with a wide range of stakeholders, all through the development stage (February – April). Mainly in boards and workshops but also some 1-2-1 meetings. There was support for the proposed Strategy and actions, with partners feeding back suggested input. The need for local delivery of activity and a focus on the need to identify the barriers to employment for different groups/characteristics, came across strongly. Positive impacts of the Strategy will include: - providing locally delivered skills training, employment support and jobs - enhancing employer engagement and awareness of the benefits that can be achieved by employed from protected characteristics

Appendix 3

- improving referral pathways to health and social support services
- Offering flexible support projects to address individual needs

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Start delivery of the Strategy	all	11/25
Identify and agree initial priority actions for first 2 years. These will include a focus on supporting young people (16-24) at risk of worklessness and provision of local based "Work and Skills Plans," focussing on those areas of greatest deprivation	all	11/25
Establish triage and arrangements for tracking longitudinal data on employment outcomes for programme participants.	all	09/25

***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
Simon Moss	Assistant Director Planning Regeneration and Transport.	19/11/2025
Cllr Williams	Cabinet member Jobs and the Economy	

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	19/09/25
Report title and date	Rotherham Employment and Skills Strategy 2026-31
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	11/09/25