

Appendix 1

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: Housing Repairs and Maintenance

Directorate: Adult Care, Housing & Public Health

Service area: Housing Property Services

Lead person: Erin Woods, Housing Property Services Improvement Manager

Contact: erin.woods@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

The Council's housing repairs and maintenance service, outsourced since 2010, continues to deliver strong performance and value for money. Following discussions with delivery partners Mears and Equans, contracts have been extended to March 2027, allowing time to assess future delivery options while keeping tenant needs central to decision-making.

The report provides an update to Cabinet on all of the work undertaken in 2025 to assess future delivery options for the service. The report also advises of the intention

to commence with a viability study to consider alternative delivery models. The report highlights that a consultation will be needed when the viability study has taken place. A Part B Equality Impact Assessment will be completed when this takes place. No changes are being made to the current service controls at this time.

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?		X
Could the proposal affect service users?		X
Has there been or is there likely to be an impact on an individual or group with protected characteristics?		X
Have there been or likely to be any public concerns regarding the proposal?		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect the Council's workforce or employment practices?		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).

<ul style="list-style-type: none"> • How have you considered equality and diversity? At this stage, the service is only asking for a decision around the procurement of a specialist to provide detailed advice on the requirements, feasibility and costs associated with alternative delivery models post 2030. This means that there is no direct impact on equality and diversity at this stage, however there will need to be a full consideration to equality and diversity when decisions on the future of repairs and maintenance service are being made. 	
<ul style="list-style-type: none"> • Key findings- At this point in this work, there are no direct implications deriving from the report. The delivery update has no impact on equality and diversity. 	
<ul style="list-style-type: none"> • Actions- The service is committed to completing a Part B Equality Analysis when making decisions on the future delivery of the service. 	
Date to scope and plan your Equality Analysis:	See above
Date to complete your Equality Analysis:	See above
Lead person for your Equality Analysis	Not Applicable

5. Governance, ownership and approval

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

Name	Job title	Date
Lynsey Stephenson	Head of Housing Property Services	15.10.25

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	14.10.2025
Report title and date	Housing Repairs and Maintenance
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Report Date- 15 th December 2025
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	14.10.2025