

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 Council Adult Social Care Mental Health Strategy 2026 – 2029	
Directorate: Adult Care	Service area: Service Improvement and Governance (SIG)
Lead person: Kirsty Littlewood - Assistant Director Adult Care and Integration Holly Smith – Change Lead	Contact: Holly Smith – Change Lead Amy Sharp - Programme Officer
Is this a:	
<input checked="checked" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
In December 2023, the Mental Health Redesign was approved at Cabinet, which included a commitment to develop and Co-design an Adult Social Care Mental Health Strategy with the intention of addressing a lack of parity of strategic focus with other key areas of the Adult Care service, such as Learning Disabilities and Autism.

The Strategy will be taken to Cabinet in December 2025, following a public consultation, which will take place to inform the direction of the strategy. This will involve targeted engagement with all relevant stakeholders including partners, people with mental health needs, their families and carers.

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).

- **How have you considered equality and diversity?**

The Strategy will affect people with mental health needs across the borough, including people who draw on services and support as well as their families and carers, so it is crucial that they are able to fully and meaningfully contribute to the priorities and focus of the strategy through engagement and consultation,. Therefore, the consultation will be designed to ensure residents are effectively able to engage, and ensure their voice is heard and actively influence the outcomes.

- **Key findings**

The defined cohort of people affected by the development of an Adult Social Care Mental Health Strategy include:

- People aged over 18.
- People who have care and support needs relating to mental ill-health, including dementia and other related mental conditions.
- People who provide care for someone with mental health related care and support needs.

- **Actions**

A consultation will be designed and delivered in a way that enables people to effectively contribute to the priorities and focus of the Adult Social Care Mental Health Strategy. This will be via a variety of methods i.e. online and in person. Particular attention will be paid to the design of information, questions and the tools used to share key information. This is to ensure the approach is fully accessible and understood by all interested individuals.

Date to scope and plan your Equality Analysis:	Part B – 1 April 2025
Date to complete your Equality Analysis:	Part B – 19 September 2025
Lead person for your Equality Analysis (Include name and job title):	Kirsty Littlewood - Assistant Director Adult Care and Integration Holly Smith – Change Lead

5. Governance, ownership and approval

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

Name	Job title	Date
Kirsty Littlewood	Assistant Director, Adult Care and Integration	Approved – 26.10.25
Ian Spicer	Strategic Director, Adult Care, Housing & Public Health	Approved - 22.10.25

Councillor Joanna Baker-Rogers	Cabinet Member for Adult Social Care & Health	Approved – 03.11.25
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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	1 April 2025
Report title and date	Rotherham Council Adult Social Care Mental Health Strategy 2026 – 2029
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet - 15 December 2025
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	19 September 2025