

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: Ofsted Inspection of Local Authority Children's Services Short Inspection November 2025

Directorate: CYPs

Service area:

Lead person: Nicola Curley, Strategic Director of Children and Young People's Services

Contact:
Nicola.curley@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

Children's Services across the country are subject to regular inspections by Ofsted in a variety of formats. The main vehicle for evaluating the overall effectiveness of the main social care delivery of services is via the Inspection of Local Authority Children's Services (ILACS). These judgement inspections take place approximately once every three years. Rotherham's last judgement inspection was in June 2022, when it received an overall rating of Good. When a Local Authority is Good or above, its next inspection is designated a short Inspection – this means one that takes place over a two week period.

Since Rotherham's last ILACS, Ofsted has added a new judgement category around care leavers and there are now four areas of scrutiny:

- Experiences of and progress of children who need help and protection
- Experiences and progress of children in care
- Experiences and progress of care leavers
- Impact of Leaders on social work practice with children and families culminating in an Overall Effectiveness judgement.

The ILACS was announced on 27th October 2025 and concluded early November 2025. Significant offsite work took place in the first week alongside interviews with the Lead Member, the Chief Executive and the Independent Chair of the Rotherham Safeguarding Children's Partnership and fieldwork took place in the second week with 10 Inspectors interviewing staff from all parts of the Service (Family Help, Front Door, Duty and Assessment, Locality, Children in Care, Care Leavers, Fostering, Adoption, Education services and Commissioning) and reviewing significant numbers of children's files. Children and young people were also interviewed by the Inspectors and gave their views about services provided by the Council.

This report is to advise Cabinet of the outcome of the Inspection of Children's Services (ILACS) by Ofsted in November 2025. This was a judgement Short Inspection, and the Local Authority received an Overall Effectiveness grade of Outstanding. All sub-categories also received a grade of Outstanding with the exception of experience and progress of Care Leavers, which received a Good. There are two improvement actions, both related Care Leavers.

Any significant changes to services and/ or workforce as part of the delivery of the improvement actions would be subject to further approval.

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 | | |
| The report is to advise Cabinet of the outcome of the Inspection of Children's Services (ILACS) by Ofsted in November 2025. There are no proposals included within the report to be considered. | | |

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? | |
| <ul style="list-style-type: none"> Key findings | |
| <ul style="list-style-type: none"> Actions | |
| Date to scope and plan your Equality Analysis: | |
| Date to complete your Equality Analysis: | |
| Lead person for your Equality Analysis (Include name and job title): | |

5. Governance, ownership and approval

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

| Name | Job title | Date |
|---------------|--|------------|
| Nicola Curley | Strategic Director, Children & Young Peoples Service | 23/12/2025 |

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 | 22/12/2025 |
| Report title and date | Ofsted Inspection of Local Authority Children's Services Short Inspection November 2025 - 19 th January 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 | 19 th January 2025 |
| Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk | 23 rd December 2025 |