

Appendix 3

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: Council Plan and Year Ahead Delivery Plan Progress Update – Mid-Year Report for 2025/26.	
Date of Equality Analysis (EA): December 2025	
Directorate: Assistant Chief Executive	Service area: Policy, Performance and Intelligence
Lead Manager: Fiona Boden	Contact: fiona.boden@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 (e.g. service user, managers, service specialist)
Fiona Boden	Rotherham Metropolitan Borough Council	Head of Policy, Performance and Intelligence
Oscar Holden	Rotherham Metropolitan Borough Council	Corporate Improvement Officer
Chloe Harrop	Rotherham Metropolitan Borough Council	Corporate Improvement Officer

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

The Council Plan is a key document which sets out the Council's vision for the borough and priorities for serving residents and communities. This plan provides the medium-term basis for targeting resources, informing the budget-setting process and planning cycles, and ensuring that residents can hold the Council to account for delivery. The plan will run until the end of March 2030.

The Year Ahead Delivery Plan sits alongside the Council Plan. To ensure delivery of the Council Plan, the annual Year Ahead Delivery Plan will run until the end of March 2026 and was agreed by Cabinet in May 2025. This is the first of two progress reports to Cabinet for the 2025-26 financial year.

The report focuses on progress made in delivering the 89 priority actions and the 27 headline performance measures contained within the Year Ahead Delivery Plan that best demonstrate progress in achieving the 17 priorities outlined within the Council Plan. It also brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate our impact.

Through directorate and service-level business plans the Council carries out wider work to measure performance and quality. This report is intended to provide an overview of the contribution that the Council makes across all its activities to improving Rotherham as a place to live, work and spend time.

What equality information is available? (Include any engagement undertaken)

A mix of contextual equalities information, such as the census, and consultation on the Council Plan is provided here.

Population

- Population estimates indicate that the borough is becoming increasingly diverse through international migration, from other EU countries. Based on the 2021 census, the proportion of residents from ethnic minority communities increased from 8.1% in 2011 to 11.7% in 2021. The Pakistani community is the second largest ethnic group in Rotherham after White British, with 3.8% of residents in 2021 and 6.3% of school pupils in 2023.

- Rotherham's ethnic minority population is very concentrated in the inner areas of the town (in Boston Castle/Rotherham East and Rotherham West wards 63.3% of residents are from ethnic minority communities) whilst the outer areas were 95.3% White British in 2021.
- The population is ageing; Rotherham has 52,228 people aged 65 years or over or 19.6% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.

Economy

- Rotherham has a polarised geography of deprivation and affluence, with the most deprived communities concentrated in the central area, whilst the most affluent areas are to the south, although the overall pattern is complex.
- Based on research from End Child Poverty, 31% of Rotherham children were living in poverty in 2023/24. This is the same as the national average, and a slight increase on the 2022/23 figure of 30.3%
- The inequality in the pay gap between men and women is substantial. According to the 2023 ONS Annual Survey of Hours and Earnings, full-time male workers in Rotherham earn £8,881 more than full-time female workers, on average (median gross annual full time pay). This means women's pay in Rotherham is only 75% of men's pay, compared with 85% nationally.
- In the consultation for the Council Plan conducted in 2025, 86% of respondents stated that the Council should create more job opportunities in their area as opposed to 12% who favoured making cuts to services that connect people with job opportunities.

Health and wellbeing

- According to the Census, Rotherham had 56,177 people with a limiting long-term health problem or disability in 2021, with 9.8% saying this limits their activity a lot, compared with the average of 7.3% in England. Although there have been health improvements, health inequalities remain.
- Health inequalities are also significant, both between the borough and the national average and between the most and least deprived communities in Rotherham. In addition to these factors, the COVID-19 pandemic exacerbated existing inequalities, with the most disadvantaged communities being impacted the most.

The statistics above have been updated to reflect the 2021 Census data.

Resident Satisfaction Survey

The Council Plan includes eight performance measures from the Resident Satisfaction Survey. The 2024 results are set out below:

- **Satisfaction with Local Area as a Place to Live** – 75% of respondents reported feeling 'very satisfied' or 'fairly satisfied' with their local area as a place to live. This is the same as the national average (75%).
- **Satisfaction with Rotherham as a Place to Live** – 66% of respondents said that, overall, they were 'very' or 'fairly' satisfied. This was above the average across all the previous surveys (61.5%), although there has been considerable fluctuation between waves. Respondents aged 18-24 were most likely to feel satisfied with Rotherham as a place to live, with 74% satisfied. Respondents aged 25-34 had the lowest level of satisfaction with Rotherham as a place to live, with only 52% satisfied. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 45-54.
- **Feelings of Safety** – 85% of respondents in Rotherham said they felt 'very safe' or 'fairly safe' during the day when outside in their local area (lower than the figures observed nationally at 91%). Feelings of safety in the local area after dark were (57%) compared to

the national average (71%). There was a significant gender difference in feelings of safety after dark – 62% of men but only 54% of women said they felt ‘very safe’ or ‘fairly safe’.

- **Feelings of Optimism** – 53% of respondents reported feeling ‘very optimistic’ or ‘fairly optimistic’ about the future of Rotherham as a place to live, slightly below the 54% average across all surveys. Younger respondents (aged 18-24) were the most likely to be optimistic about the future of Rotherham as a place to live (70%) and women are more optimistic than men overall. Fewer respondents felt optimistic about the future of Rotherham Town Centre either ‘very optimistic’ or ‘fairly optimistic’. 35% of respondents were not optimistic at all about the town centre. The cohort most optimistic about the future of Rotherham town centre were young people aged 18-24 (46%), whereas people aged 55-64 were most likely to not be optimistic.
- **Keeping Residents Informed** – 45% of Rotherham respondents said that the Council keeps residents ‘very well’ or ‘fairly well’ informed about the services and benefits it provides. This is below the most recent national result (52%) and below the average percentage across all Rotherham surveys (50%). Younger respondents (aged 18-24) and older respondents (65+) were the cohorts most likely to think that the Council keeps residents well informed. It should be noted that this measure covers not only corporate communications but could also refer to face to face or any other types of council touchpoint that the customer experiences.
- **Responsiveness of Rotherham MBC** – 52% of respondents in Rotherham answered positively when asked about the extent to which RMBC acts on the concerns of residents (i.e. ‘a great deal’ or ‘a fair amount’). This is the highest response across all surveys and similar than the national average (47%). Respondents aged 25-34 were most likely to think that the Council acts on the concerns of residents (60% responded positively) whilst those aged 55-64 were least likely to have this view.
- **Provisions of Values for Money** – 38% of Rotherham residents agreed that the Council provides value for money, an increase from the previous year (36%). This is the same percentage as the national figures (38%) and the first time that Rotherham and national data have aligned on this measure.

Year Ahead Delivery Plan

When the Year Ahead Delivery Plan undergoes its annual refresh, services are expected to set out the action to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for the delivery of each individual milestone. These actions are reviewed as part of the milestone setting process and progress captured as part of the reporting process.

Are there any gaps in the information that you are aware of?

Promoting equality, celebrating diversity, and ensuring fairness for everyone runs throughout all the themes in the Council Plan and Year Ahead Delivery Plan and updates are now obtained from directorates in relation to actions being taken to consider equality, diversity, and inclusion (EDI) for each of the Year Ahead Deliver Plan actions. EDI has also been built into the case study templates for officers to obtain specific examples.

However, some updates are still lacking detail with regards to actions/activities to gain a better understanding of communities and the equality data being collected and used to better inform activities, along with gaps. It therefore remains unclear, for some areas, how outcomes for different communities and protected characteristic groups are being improved.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Progress updates on the Council Plan Year Ahead Delivery Plan are produced on a quarterly basis (twice internally and twice publicly in January and July). Public updates are reviewed by Cabinet and Scrutiny and are available online. The update reports to Cabinet and Scrutiny include progress in relation to actions within the Year Ahead Delivery Plan, as well as performance relating to a suite of key performance measures and case studies.

As part of this monitoring process, services are required to specifically set out progress on the delivery of equalities, diversity and inclusion outcomes for each individual action in the Year Ahead Delivery Plan. These updates are reviewed and challenged as part of the monitoring process. They are reported as part of the internal monitoring and are also used to inform the public monitoring reports.

In addition, as the Year Ahead Delivery Plan activities are implemented, services are required to complete an equality screening and/or analysis to ensure due regard has been given and that there is an understanding of the effects of a strategy, policy, service or function on those from a protected characteristic group, where this is applicable to do so.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

To help inform the priorities and actions in the Council Plan, various consultation exercises took place between September and November 2024. There were 1,963 interactions across all engagement methods. The consultation was part of an ongoing dialogue between the Council and members of the public.

Engagement has been made with residents through a variety of ways including online and postal surveys, focus groups and short interaction exercises to inform the Council and its partners' priorities over the next few years. The results have been analysed, and the findings were presented to Council, alongside the new Council Plan in May 2025.

Customers are consulted and engaged with in different ways by services when delivering the Year Ahead Delivery Plan activities.

The performance measures monitored include resident satisfaction and a resident satisfaction survey is conducted annually. In July and August 2024, a statistically representative random sample of 500 Rotherham residents (aged 18 or over) was polled by landline telephone using quotas set by age and gender. The data was further weighted to reflect the age, gender, and social grade profile of Rotherham. This ensures that the sample is as representative of adults in the borough as possible as there is often a bias in the profile of people who respond to any survey. See results from 2024 survey above.

Some performance measures are based on customer perceptions of the quality of the service received.

Engagement undertaken with staff (date and group(s) consulted and key findings)	Engagement with staff was undertaken through directorates with regards to the progress made on actions/milestones that applied to them and identifying actions for the Year Ahead Delivery Plan for 2025-26. Staff also provided performance data and contributed to the gathering of case studies used in this report. Throughout the development of the report, Cabinet Members are briefed. Furthermore, the headlines are shared with the Assistant Director Group and Strategic Leadership Teams. Wider Leadership events and staff briefing sessions also include highlights in relation to the process being made. Staff at all levels were consulted as part of the consultation process for the new Council Plan for 2025.
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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)

Equalities is cross cutting throughout the Council Plan and Year Ahead Delivery Plan. Of the five guiding principles, two in particular aim to meet residents' and communities' differentiated needs:

- An economy that works for everyone
- Residents live well.

Residents live well encompasses the Council's priority to tackle inequality, striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. This will be done by striving to achieve the best outcomes for local people, local residents are involved in the things that matter to them and services are designed based on input from those who use them as well as tangible outputs such as the quality of homes and health and wellbeing of residents. To complement this approach, an economy that works for everyone ensures that it connects residents to opportunity, providing work, education and financial opportunities in an inclusive manner than meets the needs of its population.

There is also a priority focussed on helping people to feel safe in their community within the 'places are thriving, safe and clean' outcome. This will involve providing support to our communities at a level that is proportionate to the degree of need and taking a universal approach where appropriate whilst also providing targeted support to those who need it the most.

Furthermore, the underlying 'One Council' theme encompasses two specific areas, which ensure different needs are met:

- Better customer experience
- Working in partnership with our communities.

The Council's commitment to place all customers at the heart of service delivery includes a strengthened approach to equalities and inclusivity. This will involve working with services and partners to promote equality, celebrate diversity and ensure fairness for everyone. The commitment to work in partnerships with our communities embodies our commitment to utilising a strengths-based approach to improve the council's response to diverse customer needs, by bringing a more differentiated understanding of equality and diversity considerations and barriers.

The six-monthly progress reports capture progress in relation to all activities within the Year Ahead Delivery Plan and a suite of key performance measures.

Within the **five outcomes of the Council Plan**, a series of universal offers are aimed at all of Rotherham's residents, while several actions are specifically aimed at tackling inequalities and issues of access. The following expands both on the universal and the targeted offers within each theme.

Places are thriving, safe and clean

Activities in this area are aimed at creating neighbourhoods where people feel safe, proud, and connected, while ensuring public spaces are well maintained and vibrant. The priorities of helping people to feel safe in their community, creative vibrant communities, better public spaces and revitalising the town centre are for the benefit of all residents regardless of protected characteristics. Residents, organisations and businesses are encouraged and enabled to use their skills and resources to help others.

Individual services, such as parks, libraries, cultural offers and neighbourhood working will each undertake an equality analysis, where required, to identify gaps, making sure that any physical, cultural, language or other access barriers are identified, and all residents have offers meeting their needs.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Launch the Street Safe Team, providing a visible presence of uniformed staff in the town centre, Dinnington, Wath, Maltby and Swinton. An Equality Analysis was completed to seek to recruit a diverse workforce and equality training is set to form part of induction process.
- Agree a new Community Safety Strategy for 2025-2028. A full equality analysis has been completed as part of the strategy development and was submitted to the Safer Rotherham Partnership Board on 15 April 2025.
- Tackle hate crime incidents and the drivers of hate crime through the delivery of education and engagement group and individual sessions: 600 children and young people to attend group sessions, 55 one to one sessions.
- Delivery of ward plans through ward reports being reported to Council from July 2025, which have been informed by local communities.
- Delivery of ward plans through ward reports being reported to Council from July 2025, which have been informed by local communities. Ward profiles and census data (including details of communities with protected characteristics) have informed the development of ward plans. Ongoing conversations with Rotherham's communities have identified and recognised their strengths, understood what is important to them and jointly agreed how to tackle those priorities, including the delivery of integrated, accessible, and responsive services that meet diverse needs.
- Refresh the Thriving Neighbourhood Strategy which will reflect the Council's continued approach towards working with local communities and the further integration of locality-based services.
- Deliver cultural events in varied locations throughout the borough, including such events as: Rotherham Show, Signals Festival, Uplift, WoW Rotherham, Christmas Lights' Switch On, Support for ward-based community galas and festivals. There is a year-round

programme of events which is underpinned by a series of programming principles which ensure events are accessible, representative of their communities and inclusive to all. This is achieved through measures including: BSL interpreters for spoken word events and talks, ramp access for performance stages, ensuring representation in the creative programme, creative partnerships with target groups such as SENSE to deliver SEND provision at events, REMA to engage a more diverse range of communities for Rotherham Show and specific targeting of women, girls, trans and non-binary communities at WOW Rotherham.

- Support communities across the borough through the delivery of Community Cohesion Grant fund. The grant programme will work in an inter-cultural manner, providing the opportunity for people from diverse backgrounds to mix, meaning groups must seek to work out-with traditional boundaries. Communities that are particularly susceptible to extremist messaging will be a strong focus of the funding, to ensure that it addresses the priorities.

An economy that works for everyone

Aims for this theme include developing the economy, enhancing skills, and connecting people to opportunities.

Contributing to these aims are a range of regeneration projects for businesses in Rotherham, supporting residents to gain skills and enhance their employment prospects, and the creation of more working opportunities for residents.

Equality analysis and monitoring will be carried out where appropriate to ensure vulnerable residents sharing protected characteristics benefit from this support. Given the difference in average wages between genders in the borough is above the national average, activities in this area will need to be monitored closely to ensure they do not widen the gap.

Activity that links to improving equality, diversity and inclusion outcomes includes:

- Adoption of Employment and Skills Strategy. An Equality Impact Assessment (EIA) was completed and submitted alongside the Cabinet Report which was approved at Cabinet in Quarter 2.
- Through the Employment Solutions Service, support a minimum of 455 people to access employment, (including training, education, apprenticeships, and paid employment). The Employment Solutions team will engage with vulnerable and socially excluded customers to access training and employment opportunities. This will include cohorts from ethnic minorities, disabled, and special educational needs.
- Develop and implement an apprenticeship action plan that documents the work with partners to develop more apprenticeships across the borough. Consideration will be given to how apprentices from underrepresented communities and demographics can be encouraged to take on apprenticeships.
- Support 25 young people aged 16-25 into paid employment through traineeships and internships as part of the Children's Capital of Culture Programme. This programme is supported with an Equalities Impact Assessment, which focuses on ensuring that opportunities can be accessed by more marginalised groups including working with care experienced young people to provide pathways into employment.
- Implement an Economic Inactivity Trailblazer, providing a new system of support to economically inactive residents to re-enter the workforce. The Trailblazer programme includes a range of named cohorts, who are economically inactive and furthest from the labour market, in the specifications for delivery of engagement and personalised support activity, ensuring they are targeted for support.

- Complete delivery of Phase 2 of the Rotherham Together Partnership's Social Value Action Plan. The social value action plans developed by the Rotherham Together Partners are intended to advance Social Value through procurement across the partnership, supporting more residents into work opportunities – upskilling, new jobs, or apprenticeships as part of a more inclusive economy. VCSE organisations who often represent those with protected characteristics may also benefit from more Social Value commitments in contracts through mentoring and support from larger private sector contractors.
- Develop and deliver a programme of work experience, supported internships, apprentices and graduate schemes to ensure effective career pathways and succession planning. The programme is being reviewed on an ongoing basis with equalities information collected from those participating so consideration can be given to how best to support and encourage those from underrepresented communities and demographics.

Children and young people achieve

Actions under this theme are aimed at ensuring that children and young people have fun things to do, enabling children and young people to thrive, and keeping children and young people safe from harm.

Activities aim to address educational inequalities through collaborative working with schools and partners, so all children are ready to attend school and learn and can engage in future education, training, and employment. This will give all young people the opportunity to fulfil their potential, regardless of ability.

Some actions specifically target support to those who are disadvantaged, vulnerable or have disabilities. Specific actions to open new in-house residential children's homes will enable looked after children to access the best local placements whilst other actions aim to improve opportunities and outcomes for children and young people with Special Educational Needs and Disabilities (SEND), so they can get the best start in life. Activities for young people to have fun things to do have also been designed so that accessibility is ensured as much as possible.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Work with children and young people across the borough to deliver events throughout the 2025 Festival Year, celebrating Rotherham becoming the world's first Children's Capital of Culture. The CCoC programme is underpinned by an Equalities Impact Assessment which seeks to ensure representation, access, and inclusion across the programme.
- Submit a bid to the Football Foundation in support of a new multi-use games area in the borough. An Equalities Impact Assessment will identify ways to ensure that this new facility is accessible, recognising the needs of women and girls, disabled people, and low-income families.
- Provide food vouchers to children eligible for free school meals during the school holidays, in line with the package of measures agreed through the Household Support Fund. Free School Meals are means tested and a targeted level of support for pupils from low socio-economic background. Schools provide support to families to ensure all eligible families can access this entitlement. An Equality Screening Assessment was also completed as part of the Cabinet report and budget monitoring arrangements in place for this funding.
- Complete building work on the Special Educational Needs and Disability centre at Eric Manns and hand over to the Rotherham Parents Carers Forum. To finalise and complete the works to the Eric Manns Building. This includes providing adequate meeting and office space that will assist in the Parent Carers Forum and the Council working in Partnership and delivering positive outcomes for young people and their families.
- Deliver Independent Travel Training to at least 30 children and young people to increase independence, through the new Home to School Transport Policy. Independent Travel

Training is a programme specifically designed to promote independence and preparation for adulthood by supporting individuals with specialist education needs, often due to disability.

- Support 27 Rotherham secondary schools and colleges, to enhance their careers provision. Consultation on the project is the responsibility of SYMCA, who run the Careers Hub for the whole of South Yorkshire.
- Implement a new education case management system. An effective education system will provide support to identified cohorts to have enhanced education opportunities and provide support in order that all children and young people have the strongest possible preparation for Adulthood.
- Provide the remaining planned children's in-house residential homes to meet the needs of Rotherham children in care and help make sure they stay in the borough. Including submitting for a third, fourth, fifth, and sixth two-bedroom home. When developing homes for our children and making decisions their heritage, ethnicity and socio-economic background is always considered.
- Plan the implementation of the Families First Partnership Programme and the Family Help Strategy; undertake a comprehensive needs analysis and revise the threshold document. When developing our Family Help strategy for 2024-2029 the Council considered children and their heritage, ethnicity, and socio-economic background.
- Publish a No Family Left Behind (*Rotherham's Commitment to Addressing Child Poverty*) Strategy, championing initiatives and aligning stakeholders to address child poverty. The Child Poverty rate in Rotherham is 31% (2023/24). The wards with the highest number of children living in relative low-income families are Rotherham East Ward (2,445), Boston Castle Ward (1,614 and Rotherham West Ward (1,418). Harnessing resources to prevent and reduce the impact of poverty will improve the life chances and experiences of children affected.

Residents live well

Actions in this area are aimed at supporting better physical and mental wellbeing, assisting people to live independently, safe, and well, and to provide good quality, affordable homes for all.

Within the priority for assisting people to live independently, safe, and well, actions focus on people with learning disabilities, independent living and adult social care ensure that the needs of these vulnerable groups are prioritised. Notably, in this area, a range of engagement and co-production exercises have been undertaken, with a range of diverse communities, to ensure that their views are considered in service design and delivery and their needs are met. This is central to improving accessibility and enabling inclusive services.

More generally, ongoing monitoring and improvement of services contributing to this theme is key, as the most vulnerable often face the most barriers. Monitoring should identify and address gaps in provision, and ensure that individuals sharing several protected characteristics, and potentially facing multiple barriers, can access the support they need.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Commission an Active Hub to establish referral support for people with long-term health conditions to access physical activity opportunities. The Active Hub has been established to support those with the opportunity to benefit clinically from physical activity. Once established the hub will monitor referrals and access.
- Launch a specialised support service for people who have attempted suicide. Service to focus on those who have attempted suicide and will increase local understanding of the risks to inform wider suicide prevention approaches.
- Complete the building work for Castle View Day Service which will provide new day opportunities for people with high support needs. The design of the service will be co-

produced with people with lived experience through engagement events. Engagement events have already started through the early part of 2025 and will continue as the build progresses.

- Deliver the Rothercare analogue to digital switchover for over 5,000 residents. A full Equality Impact Assessment has been completed to ensure people with care and support needs can continue to utilise Rothercare post the digital switchover. A full Equality Impact Assessment has been completed to ensure people with care and support needs can continue to utilise Rothercare post the digital switchover.
- Launch a new technology service that will provide a broader range of equipment to enable people to remain living at home for as long as possible. An Equality Impact Assessment has been completed to ensure the new technology partner can meet the individual care and support needs of residents. The service will be fully operational during late 2025.
- Agree an updated Domestic Abuse Strategy to continue to improve the support available to victims and the actions taken to address perpetrators of violence and abuse. Domestic abuse causes isolation and exclusion, and by tackling domestic abuse, the well-being and life chances of victims and survivors is improved. Equality monitoring of DA services ensures that any barriers to access and engagement in services experienced by people from protected characteristic groups is identified and remedial actions taken. A new Equality Analysis will be prepared to go alongside the Cabinet report.
- Deliver the Learning Disability Strategy priorities for 2025, which will include a new transition pathway for young people preparing for adulthood, increasing the number of young people accessing employment opportunities and embedding the voice of the young person in their care and support journey. The delivery of the milestones within the strategy are being co-produced with people with lived experience. An Equality Impact Assessment was also progressed as part of the strategy's development.
- Deliver the Council's Local Council Tax Support Top Up scheme, providing up to £126 to working households in receipt of council tax support. Access to the scheme is governed by the Council's approved Local Council Tax Support Scheme which was approved by Cabinet with its own EIA. The scheme is open to those residents who are financially vulnerable and due to the criteria outlined in the Council's Local Council Tax Support policy are eligible for support.
- Agree a new Housing Allocations Policy. All council homes must receive a stock condition survey as soon as possible.

One Council that listens and learns

The One Council theme is focussed around ensuring a better customer experience, working in partnership with our communities, and supporting a workforce that is ambitious. The theme includes priorities and outcomes that reflect how the Council is delivering effective customer services, ensuring residents can access the services that they need, along with an engaged, diverse, and skilled workforce who are empowered to meet the needs of all customers.

The following areas have progressed which have a direct impact on improving equality, diversity, and inclusion outcomes:

- Refresh the Council's Equality, Diversity, and Inclusion Strategy and produce the accompanying Annual Report. In refreshing the Council's EDI strategy, the Council will fulfil its objective under the equality act to review its EDI objectives every three years.
- Embed the Rotherham Adult Social Care Always Listening Co-Production Board (RASCAL) within the approach to change across adult social care. A newsletter for the Board to residents launched in February 2025 to attract new members and regular updates will be provided to residents on the work of the board, opportunities to engage and areas of engagement that residents can be a part of during 2025.

- Co-design a new look tenant engagement framework that strengthens tenant influence in Rotherham and empowers tenants to effectively shape council housing services and enhance their neighbourhoods.
- Refresh the recruitment approach through engagement with our communities and modern recruitment methods, including jobs fairs and partnership working, to ensure the attraction of applicants who are representative of the communities we serve. Support changes to the workforce profile through the recruitment and selection process.
- Deliver 10 engagement events with education establishments and communities to improve awareness and promote the benefits of renewables, carbon reduction, energy management and green skills and jobs. Engagement events within communities will be undertaken on a hyperlocal scale. Materials are largely third party e.g., green doctor support services but information provided but the Council will be assessed to ensure accessibility.

The Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops, and retains staff from different sections of the community. There will also be targeted work with the Young Employees Network to recruit young people, as well as with the BME network to address recruitment barriers facing this group. This work will help to provide a rich source of knowledge on how the Council can promote being an inclusive employer, along with other insights on attracting applicants and work to strengthen partnerships with local universities and colleges to ensure active promotion of local government careers and Rotherham in particular.

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

No problems or barriers have been identified or flagged as part of the reporting process.

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

Yes, as detailed above.

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)

No negative impacts expected – any targeted activities are based on known needs and vulnerabilities.

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 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: Council Plan and Year Ahead Delivery Plan Progress Update – Mid-Year Report for 2025/26.
Directorate and service area: Assistant Chief Executive, Policy, Performance and Intelligence
Lead Manager: Fiona Boden
Summary of findings:
The Year Ahead Delivery Plan addresses inequalities in several of its key themes, including the overarching theme ‘One Council’ and guiding principles, with the aim to reduce inequalities and for the council’s services to deliver for all residents. Equality and access data will need to be monitored closely, especially in the ‘People are safe, healthy and well’ and ‘Everyone has economic opportunities’ themes, as these are areas of considerable existing inequalities, which will make it more difficult for some individuals and groups to access opportunities and services.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Continue to provide update reports to Cabinet twice a year, including consideration of the equality implications.	All	Six monthly
All services to undertake equality analyses where applicable and monitor.	All	Ongoing
Continue to obtain updates from directorates, regarding what has been done to consider equalities when delivering the Year Ahead Delivery Plan actions/activities.	All	Quarterly

***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
Judith Badger	Strategic Director of Finance and Customer Services	
Cllr Chris Read	Leader of the Council	

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	8 December 2025
Report title and date	Council Plan and Year Ahead Delivery Plan Progress Update – Mid-Year Report for 2025/26. Cabinet 19 January 2026
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	8 December 2025