

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	
Title: Local Authority Better Care Fund 2025/26 - Discharge Grant Commitments	
Date of Equality Analysis (EA): 10 December 2025	
Directorate: Adult Care, Housing & Public Health	Service area: Strategic Commissioning
Lead Manager: Scott Matthewman Assistant Director Scott.matthewman@rotherham.gov.uk	Contact number: 07720 201 138
Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other	
If other, please specify Schemes funded via the Local Authority Better Care Fund 2025/26 – Discharge Grant.	

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)
Scott Matthewman	Rotherham Council	Assistant Director
Gioia Morrison	Rotherham Council	Head of Finance
Steph Watt	Rotherham Council/ South Yorkshire ICB	Head of Service

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.)

In January 2023, Central Government announced additional funding through a new £200m Discharge Grant for Local Authorities. The fund was intended to increase capacity in post discharge care and support, improve discharge performance, patient safety, experience and outcomes.

From 2025/26, the grant has been included in the Local Authority Better Care Fund at the same level as the 2024/25 allocation which is £3,383,583 for Rotherham.

However, in effect the fund that was the Discharge Grant no longer exists. The ringfence for the grant has been removed but national conditions and use of the funding still need to be reported through the Better Care Fund governance into the Department of Health and Social Care (DHSC) and NHS England. This is executed through the Health and Wellbeing Board, Better Care Fund Partnership Agreement and Section 75.

The Cabinet report identifies a number of adult social care commitments that should continue to be delivered on a permanent basis due to the removal of the grant ringfence. There are eight schemes. All of which consist of staffing for essential positions and functions across adult social care. In summary, this comprises of two schemes designed to pilot new ways of working that would now lead to increased costs, if the schemes were ended, and six schemes where day to day demand on adult social care has grown and these positions have become critical to the effective delivery of the service.

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

Equality, diversity and inclusion are fundamental principles of the Care Act 2014 and adult social care practice. Practitioners support people based on assessed need and ensure care and support plans are personalised and strength based – clearly focussed on outcomes people want to achieve in their daily lives.

The schemes are part of the broader portfolio of adult social care services. Quality assurance is embedded in practice with care and support plans focused on individual need. Care and support plans are reviewed to ensure they continue to meet need, are strength based and promote the ethos of personalisation.

Are there any gaps in the information that you are aware of? No	
What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? The schemes are part of the broader portfolio of adult social care services. Quality assurance is embedded in practice with care and support plans focused on individual need. Care and support plans are reviewed to ensure they continue to meet need, are strength based and promote the ethos of personalisation. The Health and Wellbeing Board receives quarterly reports against the delivery of the Rotherham Better Care Fund.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	No specific engagement has been undertaken with customers.
Engagement undertaken with staff (date and group(s) consulted and key findings)	No specific engagement has been undertaken with Council staff. The Better Care Fund Executive Group has been consulted on the proposals, along with Councillor Baker-Rogers as the chair of the Health and Wellbeing Board and chair of the Better Care Fund Executive Group.

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) The schemes are part of the broader portfolio of adult social care services. Quality assurance is embedded in practice with care and support plans focused on individual need. Care and support plans are reviewed to ensure they continue to meet need, are strength based and promote the ethos of personalisation and independence. These are fundamental principles of the Care Act 2014 and adult social care practice.
Does your Policy/Service present any problems or barriers to communities or Groups? No.

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

The Cabinet report identifies a number of adult social care commitments that should continue to be delivered on a permanent basis due to the removal of the grant ringfence. There are eight schemes. All of which consist of staffing for essential positions and functions across adult social care. In summary, this comprises of two schemes designed to pilot new ways of working that would now lead to increased costs, if the schemes were ended, and six schemes where day to day demand on adult social care has grown and these positions have become critical to the effective delivery of the service.

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 schemes are part of the broader portfolio of adult social care services. Quality assurance is embedded in practice with care and support plans focused on individual need. Care and support plans are reviewed to ensure they continue to meet need, are strength based and promote the ethos of personalisation and independence. There are no identified risks in relation to community relations.

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: Local Authority Better Care Fund 2025/26 - Discharge Grant Commitments
Directorate and service area: Adult Care, Housing & Public Health, Strategic Commissioning
Lead Manager: Scott Matthewman, Assistant Director, Strategic Commissioning
Summary of findings: The schemes are part of the broader portfolio of adult social care services. Quality assurance is embedded in practice with care and support plans focused on individual assessed need. Care and support plans are reviewed to ensure they continue to meet need, are strength based and promote the ethos of personalisation and independence.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Continue to ensure care and support plans meet individual assessed need. Monitor and report on the profile of residents accessing care and support.	A, D, S, RE, C	April 2027

***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
Ian Spicer	Strategic Director, Adult Care, Housing & Public Health	18 December 2025
Cllr Baker-Rogers	Cabinet Member for Adult Care and Health	18 December 2025

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	10 December 2025
Report title and date	Local Authority Better Care Fund 2025/26 - Discharge Grant Commitments
Date report sent for publication	18 December 2025
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	10 December 2025