

## 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	
<b>Equality Analysis title: The Safer Rotherham Partnership - Domestic and Sexual Offences/Abuse Strategy Refresh</b>	
<b>Date of Equality Analysis (EA): 09/10/2025</b>	
<b>Directorate: Regeneration and Environment</b>	<b>Service area: Community Safety</b>
<b>Lead Manager: Emma Ellis</b>	<b>Contact number:</b> <a href="mailto:emma.ellis@rotherham.gov.uk">emma.ellis@rotherham.gov.uk</a>
<b>Is this a:</b>	
<input checked="" type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b>
	<input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>	

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 (eg service user, managers, service specialist)
Emma Ellis	RMBC	Head of Service – Community Safety and Regulatory Services
Lisa Elliott	RMBC	Strategic Commissioning Manager
Kayley Charlton	RMBC	Community Safety 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 aim of the strategy is designed to support all individuals affected by Domestic Abuse, regardless of their protected characteristics. The strategy aims to ensure equitable access to support and interventions, with a focus on enhancing outcomes for all victim-survivors.

Consideration has been given to inclusivity and the diverse needs of different communities through consultation and partnership / stakeholder working. With this, the strategy will be available online with access to translatable tools and an 'easy read' version of the strategy will be developed to ensure accessibility to anyone who is neurodiverse.

The Domestic Abuse Act 2021 placed a statutory duty on local authorities to ensure a Domestic Abuser strategy was in place, regularly reviewed and refreshed to comply with change and demand.

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

Needs assessment  
 A comprehensive needs assessment was completed in March 2024, identifying several areas requiring a more targeted approach.

These include:

- Establishing a clear and accessible support pathway for children and young people affected by domestic abuse.
- Embedding the voices of those with lived experience and survivors throughout the strategy's development and implementation.
- Ensuring appropriate support is available for individuals with No Recourse to Public Funds (NRPF), including active engagement with 'by and for' organisations.
- Maintaining timely access to support services and safe accommodation for those affected.

Service user consultation

Hopian (formerly Rotherham Rise) service users participated in a face-to-face forum alongside RMBC commissioners, where key thematic questions were explored through open and honest dialogue.

In addition, service users from the Domestic Abuse Assertive Outreach Service (DAAOS) and the Domestic Abuse Housing Officer service were invited to respond to the same set of questions via a structured survey. Given the complexity of their circumstances, professionals determined that a survey format would be the most effective method for capturing meaningful feedback.

Public consultation

Community Safety Officers from the Safer Rotherham Partnership hosted an engagement stall at the 2025 Rotherham Show, which attracted an estimated footfall of approximately 95,000 attendees.

This provided a valuable opportunity to gather public perceptions on domestic abuse, identify perceived barriers to accessing support services, and explore community views on key priorities for addressing domestic and sexual abuse, as well as violence against women and girls (VAWG).

Key themes identified from survey responses

Barriers to Accessing Support:

- Fear of the perpetrator
- Financial dependency
- Lack of trust in statutory services

Priority Areas for Tackling Domestic Abuse:

- Alleviating financial pressures to enable victims to leave abusive environments
- Ensuring timely and accessible support for all victims
- Providing dedicated support for children affected by domestic abuse

Stakeholder strategy consultation

In November 2024, the Domestic and Sexual Abuse Priority Group (DSAPG) convened a face-to-face consultation session at Riverside House. This session provided a valuable opportunity for key stakeholders to critically review the existing Domestic Abuse Strategy, highlighting examples of good practice and identifying areas for improvement.

The consultation was attended by representatives from South Yorkshire Police, the NHS, Adult and Children’s Social Care, Domestic Abuse support services, ‘by and for’ organisations, as well as mental health and substance misuse services.

To facilitate focused discussion, the current strategy was segmented into its priority areas. Partners were invited to assess which elements remained relevant and impactful, which

<p>had become embedded into routine practice. In addition to identify where gaps existed, that should be addressed in the next strategy.</p> <p>Key Findings:</p> <p>The group concluded that most of the existing priority areas and associated aims remain relevant. However, it was noted that there is significant overlap across several aims. A more streamlined and focused approach was recommended within the next strategy to enhance clarity and improve the monitoring of outcomes.</p>	
<p><b>Are there any gaps in the information that you are aware of?</b></p> <p>No – quarterly performance management information is reported to the domestic abuse partnership group. This enables any gaps in information to be identified and addressed on an ongoing basis.</p>	
<p><b>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</b></p> <p>Stakeholder data is submitted on a monthly or quarterly basis, as appropriate, and consolidated into the partnership’s Domestic Abuse Dashboard. This data is analysed and reviewed by the RMBC Domestic Abuse Performance Analyst to identify trends, monitor progress, and inform strategic decision-making.</p> <p>Performance monitoring includes tracking against key performance indicators and the collection of equality data. This information is routinely reported to the Domestic and Sexual Abuse Priority Group and the Safer Rotherham Partnership Board, ensuring transparency and accountability.</p> <p>Contract monitoring is conducted collaboratively with Commissioning Officers and Community Safety Officers. This process includes the review of service delivery data, with a specific focus on outcomes for individuals from protected characteristic groups, to ensure services remain equitable and inclusive.</p>	
<p><b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b></p>	<p>Service user engagement (Hopian and DAAOS) key findings as referenced above - <b>October / November 2024</b></p> <p>Public Engagement (Rotherham Show) Key findings as referenced above <b>September 2025</b></p>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Domestic and Sexual Abuse Priority Group (strategy consultation) Key findings as referenced above – <b>November 2024</b></p> <p><b>Continuous quarterly monitoring</b> of projects/services includes the voice of service users, including customer satisfaction</p>

**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 Rotherham Domestic and Sexual Offences/Abuse Strategy (2026–2029) has been developed with a strong focus on inclusivity, equity, and accessibility, ensuring that the needs of individuals from all protected characteristic groups are considered and addressed. The strategy is aligned with the principles of the Domestic Abuse Act 2021 and shaped through consultation with service users, stakeholders, and community representatives.

The strategy meets the needs of users from different communities / groups as follows:

Protected Characteristic	Consideration
Age	<p>Any age can be affected by abuse; However, National Crime statistics show that abuse in younger people and single parents is disproportionately affected.</p> <p>Local data also shows a lack of reporting from older people (over 60).</p> <p>To consider these, the Strategy pulls on Early Help involvement, a specific children and young people pathway for support will be implemented, Operation Encompass and targeted campaigns are within the strategy. Specific targeting campaigns for older people alongside work with Rotherham older people’s forum are in place to ensure the right messages are delivered. The Strategy sets out how services will prevent abuse, protect victims, and pursue perpetrators, but it must also ensure that responses are equitable, accessible, and effective for people with protected characteristics under the Equality Act 2010.</p> <p>This means understanding that some groups experience additional barriers, higher risks, or different forms of harm, and adapting the approach accordingly.</p>
Disability	<p>Victims with mental health needs or learning disabilities may face barriers to accessing support.</p>

		to consider this Trauma-informed services, assertive outreach teams and specialist training for staff will be in place within the strategy
	Gender	Women are disproportionately affected by domestic and sexual abuse. VAWG is now embedded in strategy; however, male victims are also supported through inclusive housing and outreach.
	Gender Reassignment	Trans individuals may face discrimination or lack of tailored support. Inclusive service design and a range of training will be embedded in the strategy
	Marriage/Civil Partnership	Abuse can occur within all relationship types. Strategy applies universally, with tailored support based on need.
	Pregnancy/Maternity	Pregnant individuals may be at increased risk. Priority access to safe accommodation and health services will be given.
	Race	BAME communities may face cultural and systemic barriers. Cultural narrative workshops delivered by “by and for” services will be delivered within the strategy
	Religion/Belief	Faith-based stigma may prevent disclosure. Inclusive engagement and training for frontline staff will be delivered.
	Sexual Orientation	LGBTQ+ individuals may face unique risks and underreporting. Inclusive campaigns, inclusive support pathways, staff training will be delivered.
<p><b>Does your Policy/Service present any problems or barriers to communities or Groups?</b></p> <p>No, the Rotherham Domestic and Sexual Offences/Abuse Strategy does not present any intentional problems or barriers to communities or groups. It has been developed with a strong emphasis on inclusivity, equity, and accessibility, ensuring that the needs of individuals from all protected characteristic groups are recognised and addressed.</p>		
<p><b>Does the Service/Policy provide any positive impact/s including improvements or remove barriers?</b></p> <p>Yes, the refreshed Rotherham Domestic and Sexual Offences/Abuse Strategy (2026–2029) delivers significant positive impacts and actively works to remove barriers to accessing support for individuals and communities affected by domestic abuse.</p> <p>improvements across key areas include:</p> <ul style="list-style-type: none"> <li>- Improved Access to Support Services</li> <li>- Support for Children recognised as victims in their own right.</li> <li>- Safe Accommodation and Housing Stability</li> <li>- Targeted Campaigns to Address Underreporting</li> <li>- Workforce Development and training</li> </ul>		

The Rotherham Domestic Abuse Strategy demonstrates a clear commitment to improving outcomes for all individuals affected by domestic abuse. Through targeted interventions, continuous performance monitoring, the strategy not only delivers positive impacts but also actively works to remove barriers for those from protected characteristic groups and vulnerable communities.

**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 Rotherham Domestic and Sexual Offences/Abuse Strategy (2026–2029) is expected to have a positive impact on community relations. It has been developed through extensive multi-agency collaboration and public consultation, ensuring that the voices of diverse communities are embedded throughout its design and delivery.

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

<b>Title of analysis: The Safer Rotherham Partnership - Domestic and Sexual Offences/Abuse Strategy Refresh</b>
<b>Directorate and service area: Regeneration and Environment / Community Safety</b>
<b>Lead Manager: Emma Ellis Head of Service Community Safety and Regulatory Services</b>
<b>Summary of findings:</b>
<p>Rotherham Council’s overarching ambition is to create a safe and thriving community. This revised strategy encompasses those wider Rotherham values and builds on the successes of the previous Domestic Abuse Strategy which now incorporates Sexual Abuse and Violence Against Women and Girls (VAWG), ensuring these cross-cutting issues remain a strategic priority.</p> <p>Informed by national and local data, needs assessments, partnership consultation, and most importantly the voices of victim / survivors, the strategy and Equality Impact Assessment aim to address service gaps and embed new learning.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
<p><b><u>Needs assessment / Delivery of Strategic Action Plan</u></b></p> <p>A comprehensive needs assessment was completed in March 2024, identifying several priority areas requiring a more targeted and inclusive approach.</p> <p>Key findings of the needs assessment include:</p>	<p><b>All</b></p>	<p><b>2026 - 2029</b></p>

Appendix 3

<ul style="list-style-type: none"> <li>- The need to establish a clear and accessible support pathway for children and young people affected by domestic abuse.</li> <li>- The importance of embedding the voices of survivors and individuals with lived experience throughout the strategy’s development and implementation.</li> <li>- The requirement to ensure appropriate support for individuals with No Recourse to Public Funds (NRPF), including proactive engagement with ‘by and for’ organisations that represent marginalised communities.</li> <li>- The necessity of maintaining timely access to support services and safe accommodation for all individuals affected by domestic abuse</li> </ul> <p>The strategy will be underpinned by a stakeholder-developed action plan, which will set out clear partnership responsibilities and accountability measures. This ensures that strategic aims are translated into tangible actions and outcomes</p>		
<p><b><u>Consultation</u></b></p> <p>Consultation was undertaken with service users, key stakeholders, and members of the public. These sessions provided valuable insights into public perceptions of domestic abuse, identified barriers to accessing support, and captured community views on priorities for addressing domestic and sexual abuse, including Violence Against Women and Girls (VAWG).</p> <p>The victim survivors voice will be captured all the way through the progress of the strategy</p>	<p><b>All</b></p>	<p><b>2026-2029</b></p>
<p><b><u>Performance Monitoring</u></b></p> <p>Ongoing performance monitoring and data analysis continue to inform service delivery, highlight gaps, and support continuous improvement. Insights from this process are used to shape training, enhance service responsiveness, and ensure equitable access across all communities.</p>	<p><b>All</b></p>	<p><b>2026-2029</b></p>

\*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
Andrew Bramidge	Strategic Director	
Cllr Victoria Cusworth	Deputy Leader and Cabinet Member for Children and Young People	

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 <b>Cabinet, key delegated officer decision, Council, other committee or a significant operational decision</b> 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 <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
<b>Date Equality Analysis completed</b>	09.10.2025
<b>Report title and date</b>	The Safer Rotherham Partnership - Domestic and Sexual Offences/Abuse Strategy – 09.10.2025
<b>Date report sent for publication</b>	Cabinet – 13.04.2026
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	22.10.2025