

## Appendix 1

### 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		
<b>Title:</b> Extra Care Housing Model		
<b>Directorate:</b> Adult Care, Housing and Public Health.	<b>Service area:</b> Provider Services, Adult Care.	
<b>Lead person:</b> Claire Green, Programme Manager	<b>Contact:</b> <a href="mailto:claire.green@rotherham.gov.uk">claire.green@rotherham.gov.uk</a>	
Is this a:		
<input type="checkbox"/> <b>Strategy / Policy</b>	<input checked="" type="checkbox"/> <b>Service / Function</b>	<input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>		

2. Please provide a brief description of what you are screening
This assessment is screening the potential impact of remodelling delivery of the care and support to tenants living in Extra Care Housing, subject to the outcome of a formal 90-day consultation and Cabinet approval.
Extra Care Housing is recognised nationally for providing older people with independent, self-contained homes within a community setting, combined with onsite care and support services available 24 hours a day, under one roof. It is classed as specified accommodation under Housing Benefit regulations as it offers more support than traditional housing or sheltered accommodation, providing a flexible, person-centred alternative to residential

care, allowing residents to maintain independence while having access to professional support when needed.

Extra Care Housing (ECH) in Rotherham comprises of two establishments, known as Potteries Court and Bakers Field Court, with a total of 87 tenancies, supporting 92 people. The report to Cabinet is seeking approval to consult on a preferred model whereby tenant care and support needs would be met by a team of Council-employed staff, based at the schemes 24/7.

### 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?**

Data has been obtained, from the adult social care case management system, of all current ECH tenants. This has been reviewed to identify whether the proposal would affect one group more than another.

There has been no formal engagement with tenants on the proposal at this stage. If approved, the consultation will provide an opportunity for tenants to provide feedback on the proposed model.

However, early engagement will take place prior to ensure tenants and their family and carers, and other key stakeholders, are aware of the intentions of the Council and the proposal.

Tenants, their families and carers will be supported to participate in the consultation by ensuring regular presence at the schemes throughout, including formal meetings where family and carers can join and informal 'drop-ins'.

The consultation will be promoted to tenants and their families through flyers, posters and at regular tenant meetings and coffee mornings at the schemes, within a broader communications plan to encourage wider participation.

Following the consultation and the consideration of the feedback received, a further report will recommend a final model for Cabinet approval. At this point, a full Equality Analysis (Part B) will be completed. The analysis will include the impact on the workforce, as the required staffing establishment to operationalise the model will be proposed, and subject to approval, a bespoke consultation will be prepared.

This will include consideration of the wider workforce and any TUPE rights that care workers within the independent providers have, based on their current working arrangements.

- **Key findings**

If implemented, the proposal would directly impact existing ECH tenants at Bakers Field Court and Potteries Court. Individuals may have one or more protected characteristics. However, the proposals do not specifically target individuals or groups that fall into these characteristics.

The proposal will potentially have positive impact on vulnerable people with regards access to ECH, both those in the surrounding community and prospective tenants by –

- Providing the Council and Together Housing an opportunity to promote the schemes as community assets which invite people in and link tenants to the wider community network, maximising connection and wellbeing of both tenants and non-residents.
- Diversifying the existing criteria for ECH, ensuring access to the offer is more equitable across a broader range of needs.

The appetite of existing tenants to receive care and support from trained, Council-employed staff will be explored during the formal consultation. Tenants will retain choice and control, however it is envisaged that most will opt to receive care and support from a consistent team of staff based onsite, that can respond timely and flexibly to their need.

The proposed model will have an impact on the social care market. The table below shows the number of agencies that provide care and support to tenants currently (as of January 2026), including the number of commissioned providers and agencies and/or Personal Assistants employed through a Direct Payment.

<b>Commissioned care and support</b>	<b>Potteries Court</b>	<b>Bakers Field Court</b>
	3 providers	10 providers
<b>Direct Payment</b>	3 tenants	9 tenants

Whilst the market would potentially lose business, the risk is spread across multiple agencies and therefore the impact is deemed low.

The model is expected to impact positively on the Council workforce as the staffing establishment will be remodelled to provide care and support. Staff will be consulted on a proposed staffing establishment to deliver the model, once approved by Cabinet.

• **Actions**

A proposed model will be presented to stakeholders during a formal 90-day consultation, providing an opportunity for those impacted to give feedback and inform the final model.

A consultation will be prepared which will consider who is being consulted and will tailor the content and format to the audience, keeping technical detail and complexity to a minimum whilst ensuring the consultation is meaningful. The process will be accessible and inclusive, for example involving advocacy service, easy read documents and targeted engagement opportunities. This will be achieved through collaboration with colleagues within expert roles such as equalities, digital, and communications.

Full screening (Part B) will ensure that the final model considers equality, diversity, and inclusion.

Date to scope and plan your Equality Analysis:	August 2026
Date to complete your Equality Analysis:	25 August 2026
Lead person for your Equality Analysis: (Include name and job title):	Claire Green, Adult Social Care Programme Manager.

## 5. Governance, ownership and approval

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

Name	Job title	Date
Sally Morris-Shaw	Head of Localities and Interim Head of Extra Care Housing	04/02/26
Kirsty-Louise Littlewood	Assistant Director, Adult Care and Integration	04/02/26
Ian Spicer	Strategic Director, Adult Care, Housing and Public Health	17/01/26

## 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](mailto: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.

<b>Date screening completed</b>	13 February 2026
<b>Report title and date</b>	Extra Care Housing Model
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	Cabinet 14 April 2026
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	06/02/26