

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 Update - Year Ahead Plan 2026/27	
Date of Equality Analysis (EA): March 2026	
Directorate: Policy, Strategy and Engagement	Service area: Head of Policy, Performance and Intelligence
Lead Manager: Fiona Boden	Contact number: Fiona.boden@rotherham.gov.uk
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input type="checkbox"/> 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 (eg service user, managers, service specialist)
Oscar Holden	Rotherham Metropolitan Borough Council	Corporate Improvement Officer
Amy Walker	Rotherham Metropolitan Borough Council	Corporate Improvement and Risk Officer
Chloe Harrop	Rotherham Metropolitan Borough Council	Corporate Improvement Officer
Kellie Rodgers	Rotherham Metropolitan Borough Council	Research Officer
Katie Stead	Rotherham Metropolitan Borough Council	Policy, Improvement and Risk Manager

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, other 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 strategic vision for the organisation, the borough and its 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. It was approved by Council at its meeting in May 2025.

The Council Plan focuses around five strategic outcomes and aims to improve the lives of every resident in the borough. This means focusing extra attention where it is needed, ensuring that everyone can achieve their potential. Outcomes include:

- Places are thriving, safe and clean
- An economy that works for everyone
- Children and young people achieve
- Residents live well
- One Council that listens and learns

Year Ahead Delivery Plans are created to support delivery of the Council Plan 2025-30 by outlining the headline priorities, outcomes and measures each year. This Year Ahead Delivery Plan covers the 2026/27 financial year. It is the second Year Ahead Delivery Plan within the current Council Plan period.

The report focuses on the new Year Ahead Delivery Plan for 2026/27, which contains 81 priority actions/milestones and 35 headline performance measures that best demonstrate progress in achieving the five key outcomes.

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

A mix of contextual equalities information, such as from the 2021 census, and consultation on the Council Plan is provided here.

Population

- The borough's population is ageing with 52,228 residents aged 65 or over. At 19.6% of the total population, an increasing proportion of residents fall within this age bracket, which is also above the national average of 18.4%. This proportion of the population aged 65 or over is forecast to increase further to around 21% by 2026, with a particularly large increase in the number of people aged over 75.
- Population estimates suggest the population is continuing to increase in its diversity. The 2021 census indicates 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 2024/25.
- Rotherham's ethnic minority population is highly concentrated within the inner areas of the town centre in areas such as Boston Castle, Rotherham East and Rotherham West where 63.3% of the residents across the three wards are from White British backgrounds. The outer areas of Rotherham, however, are 93.6% White British in 2021. 39.7% of residents from ethnic minority backgrounds live in areas that are amongst the most deprived 10% of boroughs in England with that figure increasing for certain backgrounds (IMD, 2025). Whereas only 21.4% of the boroughs total population lives in the 10% most deprived areas.
- There is a decreasing trend in the number of residents who hold religious beliefs. In the 2021 Census, 39.8% of residents identified as holding no religious beliefs, compared to 22.5% in 2011. The number of people reporting Christianity as their religion has decreased from 66.5% in 2011 to 49% in 2021. The number of people reporting their religion as Muslim has increased from 3.7% in 2011 to 5.1% in 2021.

Economy

- 22% of Rotherham residents live within the 10% most deprived areas of England and the borough is amongst the 14% most deprived local authority areas in England. 11,904 children were living in "absolute poverty" (DWP, 2022/23).
- According to the Office of National Statistics Annual Survey of Hours and Earnings in 2024, Rotherham women's gross full-time earnings averaged £570 per week, which equates to 79.6% of men's full-time earnings locally and 84.7% of women's full-time earnings nationally.
- During the 2025 Council Plan consultation as part of the counter exercise, the majority of respondents (90.3%) agreed that the Council should help to create new jobs, compared to not delivering this service (9.7%)

Health and Wellbeing

- The 2021 Census recorded Rotherham as having 56,177 residents with a long-term health problem or disability with 9.8% responding that this limits their activity a lot, above the England average of 7.3%. There was an overall decrease in people with a disability from 12% in 2011 to 9.9% in 2021, but despite this health inequality remains.

- Life expectancy in the most deprived areas of Rotherham is 9.9 years lower for men and 9.5 years lower for women than in the least deprived. Gaps in healthy life expectancy are greater at over 18 years for men and nearly 20 years for women.

Resident Satisfaction Survey

The Council Plan includes a number of measures from the 2024 Resident Satisfaction Survey.

- **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 in the responses to this question. 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 lower (57%), when 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 (27%) felt optimistic about the future of Rotherham Town Centre and 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 local 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 is developed, services set out the action to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for delivery for 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?

Consultation Engagement Profile

There was a total of 214 responses to the postal and online surveys for the Council Plan. This was a return rate of 8%, above the national average for postal survey responses of 3-4%. Overall, there were more responses from women than from men, more from older people than from younger people, and more from those identifying as White British than those from BAME backgrounds, as compared to the Rotherham population.

Women made up 59% of the respondents, compared to 41% male respondents. Compared to the age profile of the borough, respondents were older – 39% over 65s, as compared to 20% - and only 2% of respondents were under 24, compared with a borough figure of 29%. There was a good representation of the middle age groups (25–34-year-olds and 35-44-year-olds), whilst 21% respondents were aged 45–54-year-old, a figure above that of their proportion of the borough's population of 12%.

The religious make-up of respondents differed from Rotherham figures, with less of the respondents identifying as Christian (56% compared to 49%), and more stating no religion (36% compared to 40%). 2% of the respondents identified as Muslim, compared to the borough-wide figure of 5% (2021 Census). In terms of sexuality, 96% respondents identified as heterosexual, a proportion above the borough figures of 92%, 1% as bisexual, gay or lesbian, and 2% as prefer not to say.

95.4% of online and postal respondents identified as White British and 4.6% identified as an ethnic minority group. This included 2.3% Asian or Asian British, 0.8% Black or Black British, 0.8% White – Western European and 0.8% White – Other. To put this into context, in the 2021 Census, 88.3% of Rotherham residents identified as White British and 11.7% identified as ethnic minority groups.

Out of the respondents, 34% reported to have a disability. This compares with 21% of Rotherham residents who reported a long-term illness or disability in 2021. 19% of respondents stated they were unpaid carers.

Protected Characteristic Focus Groups

The consultation focus groups included a session with voluntary and community groups, which represented protected characteristic groups to participate in the discussions. Amongst these invitees was at least one group that work with communities representing each of the protected characteristics, however not all invited organisations attended.

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 and Year Ahead Delivery Plan are published twice a year and considered by Cabinet and Scrutiny. They include progress in relation to actions within the Year Ahead Delivery Plan and key performance measures. Supporting case studies are also provided.

As part of this monitoring process, services are required to 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 2025-2030, 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 was 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.

Residents are consulted and engaged with in different ways by services when delivering the Year Ahead Delivery Plan activities. The performance measures monitored include the Resident Satisfaction Survey, which 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 are often biases in the profile of people who respond to any survey. See results from 2024 survey above. The results from the 2025/26 survey are currently being analysed.
Engagement undertaken with staff (date and group(s) consulted and key findings)	<p>Engagement with staff was undertaken through directorates with regards to identifying actions for the Year Ahead Delivery Plan for 2026/27. Staff also provided performance data and contributed to the equality actions and information.</p> <p>Drafts have been shared with the Service Director Group and Strategic Leadership Team.</p> <p>Throughout the development of the Year Ahead Delivery Plan 2026/27, Cabinet Members are briefed.</p> <p>Staff at all levels were consulted as part of the consultation process for the new Council Plan 2025.</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)

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. This will be done by striving to achieve the best outcomes for local people, ensuring that local residents are actively involved in the things that matter to them, and designing services based on input of those who use them. It also focuses on delivering tangible outputs, such as enhancing the quality of homes and supporting the overall 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 that meets the needs of its population.

There is also an outcome focussed on helping people to feel safe in their communities 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 target 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 inclusion. 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.

Three cross cutting policy drivers also run throughout the plan. One of these includes 'opportunities are expanded to all' to ensure that as new opportunities arise, the Council target help to those who most need it, so no one is left behind.

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 meeting the needs of all residents and ensure they benefit from thriving neighbourhoods. The priorities of making neighbourhoods welcoming and safe, neighbourhoods to be cleaner and greener, local people having access to libraries, cultural activities, parks and green spaces, improved local town and village centres, reducing crime and anti-social behaviour and improving street safety 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.

The Year Ahead Delivery Plan 2026/27 includes the following actions aimed at improving equality, diversity and inclusion within this outcome:

- 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.
- Progress on the delivery of ward plans through the continuation of the programme of ward member reports presented to Council from April 2026, which have been informed by local communities. Ward profile 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 table those priorities, including the delivery of integrated, accessible and responsive services that meet diverse needs.
- Refresh the Thriving Neighbourhood Strategy which will reflect how the Council and partners will continue to integrate services at a neighbourhood level, take a strength-based approach and maximise the opportunity to involve communities in the co-production of service delivery, projects and initiatives.

- Our Places Fund work at Maltby and Swinton, both projects include resurfacing paving to provide a safer and more accessible surface for vulnerable users such as elderly residents and parents with prams. The public realm at Swinton is designed to deliver tactile paving that is suitable for visually impaired/disabled people, walking surfaces will also be even and accessible.
- Our Places Fund cenotaphs, memorials and Civic Centres, funding will focus on accessibility reparation works to future proof each location, improved green spaces and rest areas. Designs will include implementation of better disabled access routes, such as ramps, more seating and rest areas and adjusting ground levels where possible.
- Deliver cultural events in varied locations across the borough, including events such as Roots, WOW Rotherham, Uplift Urban Sports Festival, Rotherham Show and other civic events. 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. The events are co-created with a range of communities in order to facilitate inclusion. Equalities monitoring is included in the evaluation of events.

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

An Economy that Works for Everyone

Actions under this outcome include a growing economy that provides decent jobs and chances to progress, places rejuvenated by regeneration that brings investment and opportunity, people have opportunities to learn, develop skills and fulfil their potential, working with partners and suppliers to create more local jobs, apprenticeships, paid at the living wage or above, strengthened digital infrastructure and skills which enable access for all. Contributing to these actions are programmes supporting vulnerable residents to gain skills and access, stay in or progress in employment.

The Year Ahead Delivery Plan 2026/27 includes the following actions aimed at improving equality, diversity and inclusion within this outcome:

- Commence a programme of subsidised work placements supporting young people (16-24 yrs), currently NEET, to move towards, and into employment. The programme is aimed at specifically supporting young people, who are currently not in education, employment or training (NEET) to access the labour market and move closer, or into, employment.
- Develop an apprenticeship plan which tracks employment in the Council once new starter apprenticeships have completed their apprenticeship.
- Support 1,000 Rotherham residents to access employment pathways with at least: 40% progressing into work or training; 25% progressing into meaningful employment; and 25% progressing into meaningful employment.
- Increase the proportion of new starter apprenticeships created within the Council as a percentage of the workforce to 1.5%.
- Embed early careers approaches by increasing engagement with directorates around work experience, internships and graduate schemes which supports future workforce and inclusion activity across the Council.

Equality analysis and monitoring will be carried out where appropriate to ensure vulnerable residents sharing protected characteristics benefit from this support.

Children and Young People Achieve

Actions under this outcome are aimed at children having the best start in life, children and young people having a voice and feeling listened to, young people empowered to succeed and achieve their aspirations, and children and young people having fun things to do and safe places to go. Activities in the early years aim to address educational inequalities, collaborative working with schools to give children the opportunity to fulfil their potential, regardless of ability, including vulnerable and disadvantaged children, and reconnect those disengaged from education to opportunities and training.

Key actions within this Year Ahead Delivery Plan 2026/27 under this outcome include:

- Delivering an extra 10,000 spaces as part of the Healthy Holidays Activity programme.
- Continue to embed the legacy and learning from Children’s Capital of Culture through:
 - The development of an Alumni programme for previous trainees from the programme to continue their professional development in Rotherham.
 - The development of a Creative Learning Strategy to support creative and cultural education in school settings.
 - The creation of a Participation & Engagement post to be hosted by Rotherham Civic and continue the delivery of Arts Award supporting 100 young people to gain qualifications and confidence.
 - All activities related to skills and learning will be supported with an Equalities Action Plan which will replace the previous Children’s Capital of Culture Action Plan.
- Deliver improvements to eight playgrounds across the borough as part of the ongoing Children’s Playgrounds Programme. In schemes where space allows, accessible play equipment (including BSL panels and accessible swings) will be included which ensures include, free outdoor play. Consultation will be carried out with Ward Members, local residents and children/young people before each play area improvement to ensure designs reflect local needs and are inclusive.
- Delivering a scheme to provide financial support for families with children as part of the measures agreed through the Crisis and Resilience Fund.
- Increase permanent staffing by 2 FTE Educational Psychologists to create capacity for a targeted early intervention offer that supports schools to implement a whole school inclusive approach for children with SEND.
- Implement the 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.
- Deliver Independent Travel Training to at least 30 children and young people to increase independence, through the 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 career provision through the Careers Hub project.
- Issue 65% of Education, Health and Care Plans (EHCPs) within 20 weeks ensuring children receive effective support when needed, by quarter 4.
- 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 sixth two-bedroom home.
- Implement the new Families First delivery model which includes early intervention, a whole-family approach and strengthened multi-agency partnerships to provide targeted, timely support that keeps families together (as currently defined by Department for Education).

Services contributing to this outcome, again, will carry out equality analyses where appropriate and monitor equality data.

Residents Live Well

Actions in this area are aimed at protecting everyone's physical and mental health, while focusing on the most vulnerable. Within actions to ensure that people have good mental health and physical wellbeing, programmes to tackle loneliness and isolation will have benefits to older people and those living with disabilities. Within the priority for children, families and adults to feel empowered, safe and live independently for as long as possible, actions focus on children in care, people with learning disabilities, independent living and adult social care ensure that the needs of these vulnerable groups are prioritised. Actions further include for everyone to have access to affordable, decent housing.

Key actions within this Year Ahead Delivery Plan 2026/27 under this outcome include:

- Launch half price discount on swimming for over 65s at all Rotherham leisure centres (Aston, Maltby, Rotherham and Wath). Leisure centres are fully wheelchair accessible, hoists for the pools, accessible changing options and hearing loops installed.
- Submit a bid for Sport England Place Expansion main award grant funding to support continued Moving Rotherham delivery.
- Achieve endorsement at Cabinet for the refreshed Domestic Abuse and Sexual Offences/Abuse Strategy 2026-29. Domestic abuse causes isolation and exclusion, by tackling domestic abuse, the well-being and life chances of 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. An Equality Analysis will be prepared to go alongside the Cabinet report.
- Deliver the Council's Local Council Tax Support Top up scheme, providing up to £131.44 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. The scheme is open to all residents who are financially vulnerable and due to the criteria outlined in the Council's Local Council Tax Support policy are eligible for support.
- Deliver a Crisis Support Scheme to provide a one-off payment to support residents that are in financial difficulty.
- Co-design with voluntary and community sector partners and agree a new three-year crisis support scheme. The crisis support scheme will provide additional

assistance for our most vulnerable residents when needed. Equalities information will be collected, where appropriate, regarding those accessing the scheme.

- Launch the Adult Social Care Involvement Framework to strengthen the voice of people with lived experience in the shaping and delivery of services.
- Amplify the voice of people with lived experiences through establishing a voice sub-group to the Rotherham Safeguarding Adults Board. This includes a mental health partnership board to ensure the voice of people with mental ill health can shape local services (Mental Health Strategy Priority) and voice forums as part of the delivery of the Learning Disability Strategy 2024-27 and the All-Age Autism Strategy 2024-27.
- Launch Thrive at Castle View, the new day opportunities service to meet complex care and support needs closer to home. The design of the service has been produced with people with lived experience through engagement events.
- Ensure that a minimum of 70% of Domestic Abuse referrals are actively engaged in any support offered. Support is accessible and inclusive by tailoring engagement to the diverse needs of victims including those facing cultural, language, disability, LGBTQ+ or socioeconomic barriers. The service uses trauma informed and culturally competent approaches, provide accessible communication formats and work with specialist community organisations to improve engagement among under-represented groups. Equalities monitoring is included in quarterly data reported to the governance group.
- Reduce the average length of stay in Council Temporary Accommodation to less than 6 months.

Ongoing monitoring and improvement of the services contributing to this outcome will be key, as the most vulnerable often face the most barriers. Monitoring will identify and address gaps in provision, and ensure that individuals sharing several protected characteristics, and thus potentially facing multiple barriers, can access the support they need.

One Council that listens and learns

This outcome encompasses the ways in which the organisation operates and how it presents itself to the communities of Rotherham. The standards that service users experience from the Council, and our partner organisations will be attributable to this outcome for monitoring. This outcome also encompasses reductions in carbon emissions, working towards net zero targets.

Key actions within this Year Ahead Delivery Plan 2026/27 under this outcome include:

- Deliver an improved and wider range of online services for our customers including a new complaints system, a new trees system and improvements to housing repairs.
- The recruitment approach will be flexible to ensure our strategy reflects the communities we serve and is aligned with year one deliverables on the Inclusion Strategy Action Plan.
- Agree an action plan around required areas of improvement arising from the employee opinion survey.
- Develop and launch the new Rotherham Plan with partners at a showcase event.

Services contributing to this outcome, again, will carry out equality analyses where appropriate and monitor equality data.

The Inclusion Strategy 2026-30 sets out how the Council will embed equality, diversity and inclusion across all services, focusing on reducing inequalities, improving accessibility, and ensuring decisions are shaped by strong community insight. It is built around four themes: Working Together, Responsive Services, Welcoming Places and Employer of Choice. The Year Ahead Delivery Plan 2026/27 aligns with these themes, including a specific HR action to ensure the Council's recruitment approach reflects local communities, supporting the strategy's ambition to be an inclusive and representative employer. Other Year Ahead Delivery Plan actions, such as improving customer accessibility to online services, increasing co-production with communities, and delivering targeted support for vulnerable groups all directly support the Inclusion Strategy's aims and objectives.

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 development of the Year Ahead Delivery Plan.

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

Yes, details found 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: Year Ahead Delivery Plan 2026/27
Directorate and service area: Policy, Strategy and Engagement, Policy, Performance and Intelligence
Lead Manager: Fiona Boden, Head of Policy, Performance and Intelligence
Summary of findings:
The Year Ahead Delivery Plan addresses inequalities in several of its key outcomes, 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, 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)
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
Chris Paddock	Interim Director of Policy, Strategy and Engagement	19/03/26
Cllr Chris Read	Leader	27/03/26

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	16/03/26
Report title and date	Council Plan Update - Year Ahead Plan 2026/27 Cabinet – 13 April 2026
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	18/03/26