

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	
Title: The Rotherham Together Partnership – Rotherham Plan	
Directorate: Policy, Strategy and Engagement	Service area: Policy, Performance and Improvement
Lead person: Katya Anfilogoff-Clark	Contact: Katya.anfilogoff-clark@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. Please provide a brief description of what you are screening
<p>This screening is for the Rotherham Together Partnership’s (RTP) new <i>Rotherham Plan 2026–2036</i>, which replaces the previous <i>Rotherham Plan 2025</i>.</p> <p>The new ten-year plan outlines how the RTP will work in partnership over the next decade, focusing on delivering the four identified gamechangers designed to improve quality of life for residents across the borough.</p>

The *Rotherham Plan 2026–2036* sets out a future-facing vision for an innovative borough where all residents can thrive, with fair access to the opportunities and services they need to live healthy, happy lives.

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?**

The new Rotherham Plan is an equalities- and inequalities-focused document which seeks to reduce disparities across the borough, particularly those linked to socioeconomic deprivation, health inequalities and fairness.

In developing the Plan, we took an evidence-led approach. We reviewed borough-wide data to understand the scale and nature of inequalities, and we complemented this with direct consultation with residents to capture lived experience and community priorities. We also engaged with partners across the Rotherham Together Partnership, as well as key internal stakeholders, to ensure a shared understanding of the issues and a collaborative approach to addressing them.

This combination of data insight, resident voice, and stakeholder engagement directly shaped the Plan's content. It helped define the shared set of gamechangers that bring the Partnership together, with a clear focus on how collective action can improve outcomes and tackle inequality. Throughout the design process, these inputs ensured that the Plan responds meaningfully to the challenges identified and aligns with the borough's ambitions for fairness and inclusion.

- **Key findings**

The full findings are outlined in *Appendix 4 – Equalities Assessment*.

- **Actions**

The following actions will be taken:

- A full equalities assessment will be completed.
- An initial two-year delivery plan will be produced, which will contain measures which address inequalities in the borough through the delivery of the gamechanger activities. This will likely be followed by a three-year delivery plan, bringing the partnership to a natural review point at five years to understand the impact to date for equalities before determining next steps.
- Additional consultation, equalities assessments, and mitigations will be carried out as part of progressing the gamechangers.

Date to scope and plan your Equality Analysis:	25.03.26
Date to complete your Equality Analysis:	27.03.26
Lead person for your Equality Analysis (Include name and job title):	Katya Anfilogoff-Clark Partnership Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Chris Paddock	Interim Director of Policy, Strategy and Engagement	09.04.26

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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	25.03.26
Report title and date	The Rotherham Together Partnership – Rotherham Plan
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet – 11 May 2026
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	09.04.26