

## Appendix 3

### 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:</b> Council Plan and Year Ahead Delivery Plan Progress Update – Year-end Report for 2025/26.	
<b>Date of Equality Analysis (EA):</b> June 2026	
<b>Directorate:</b> Policy, Strategy and Engagement	<b>Service area:</b> Policy, Performance and Intelligence
<b>Lead Manager:</b> Katie Stead	<b>Contact:</b> <a href="mailto:katie.stead@rotherham.gov.uk">katie.stead@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 (e.g. service user, managers, service specialist)
Katie Stead	Rotherham Metropolitan Borough Council	Policy, Improvement and Risk Manager
Chloe Harrop	Rotherham Metropolitan Borough Council	Corporate Improvement Officer
Oscar Holden	Rotherham Metropolitan Borough Council	Corporate Improvement 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 Council Plan 2025-2030 is a key document which sets out the Council’s vision for the borough and priorities for serving residents and 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. The plan runs until the end of March 2030.

A Year Ahead Delivery Plan is produced annually to ensure progress is made towards delivering the outcomes in the Council Plan. The Year Ahead Delivery Plan for 2025-26 was agreed by Cabinet in May 2025 and ran until the end of March 2026. This is the second progress report to Cabinet for the 2025-26 financial year and summarises the year-end position.

The report focuses on progress made in delivering the 89 priority actions and meeting the 27 headline performance measures contained within the Year Ahead Delivery Plan. It also summarises performance against a suite of long-term measures of success. It brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate impact.

Through directorate and service-level business plans the Council carries out wider work to measure performance and quality. This report is intended to provide an overview of the contribution that the Council makes across all its activities to improving Rotherham as a place to live, work and spend time.

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

A mix of contextual equalities information, such as the census, and consultation on the Council Plan 2025-30 is provided here.

**Population**

- The borough’s population is ageing with 54,357 residents aged 65 or over (2024 mid-year population estimates). At 19.7% of the total population, an increasing proportion of residents fall within this age bracket, which is also above the national average of 18.7%. This proportion of the population aged 65 or over is forecast to increase further to around 21% by 2030, 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% in England with that figure increasing for certain backgrounds (Index of Multiple Deprivation, 2025). Whereas 21.4% of the borough's 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. 17,772 children were living in "absolute low income families (before housing costs)" (Department for Work and Pensions, 2024/25).
- According to the Office of National Statistics Annual Survey of Hours and Earnings in 2025, Rotherham women's gross full-time earnings averaged £572 per week, which equates to 75% of men's full-time earnings locally and 80.4% of women's full-time earnings nationally.
- During the 2024 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 2025-2030 includes performance measures from the Resident Satisfaction Survey. The 2026 survey results are set out below:

- **Satisfaction with Local Area as a Place to Live** – 76% of respondents reported feeling 'very satisfied' or 'fairly satisfied' with their local area as a place to live. This is higher than the national average (72%) and regional average (67%).

- **Satisfaction with Rotherham as a Place to Live** – 59% of respondents said that, overall, they were ‘very’ or ‘fairly’ satisfied. Respondents aged 18-24 (64%) and older respondents aged 65 and over (64%) were most likely to feel satisfied with Rotherham as a place to live. Respondents aged 25-34 (53%) had the lowest level of satisfaction with Rotherham as a place to live. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 45-54.
- **Feelings of Safety** – 86% of respondents in Rotherham said they felt ‘very safe’ or ‘fairly safe’ during the day when outside in their local area. Feelings of safety in the local area after dark were 54%. A similar percentage of men (87%) and women (85%) felt ‘very safe’ or ‘fairly safe’ during the day. There was a significant difference between men and women’s feelings of safety after dark – 61% of men but only 48% of women said they felt ‘very safe’ or ‘fairly safe’.
- **Feelings of Optimism** – 54% of respondents reported feeling ‘very optimistic’ or ‘fairly optimistic’ about the future of Rotherham as a place to live, the average result for this indicator 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 (65%) and respondents aged 55-64 years were least optimistic (47%). Fewer respondents felt optimistic about the future of Rotherham Town centre, with 26% of respondents across the borough either ‘very optimistic’ or ‘fairly optimistic’. 38% of respondents were not optimistic about the town centre. People aged 35-44 years were the most optimistic about the future of Rotherham town centre (34%).
- **Keeping Residents Informed** – 50% of Rotherham respondents said that the Council keeps residents ‘very well’ or ‘fairly well’ informed about the services and benefits it provides. This is similar to the most recent national result (49%) and regional result (48%). Younger respondents aged 18-24 (60%) and older respondents aged 65+ (55%) were 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** – 41% of respondents in Rotherham answered positively when asked about the extent to which the Council acts on the concerns of residents (i.e ‘a great deal’ or ‘a fair amount’). This is the lowest response across all surveys and lower than both the national average (53%) and regional average (50%).
- **Provision of Value for Money** – 35% of respondents would ‘tend to agree’ or ‘strongly agree’ that the Council provides value for money. This is the lowest result for this indicator across all surveys and lower than the percentage observed nationally (38%) and regionally (36%). 32% of respondents expressed a neutral opinion.

### **Year Ahead Delivery Plan**

When the Year Ahead Delivery Plan undergoes its annual refresh, services are expected to set out the action to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for the delivery of 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?**

Promoting equality, celebrating diversity, and ensuring fairness for everyone runs throughout all the outcomes in the Council Plan and associated Year Ahead Delivery Plan. Updates are obtained from directorates in relation to actions being taken to consider equality, diversity, and inclusion (EDI) for each of the Year Ahead Delivery Plan actions. EDI has also been built into the case study templates for officers to obtain specific examples.

However, some updates are still lacking detail with regards to actions/activities to gain a better understanding of communities and the equality data being collected and used to better inform activities, along with gaps. It therefore remains unclear, for some areas, how outcomes for different communities and protected characteristic groups are being improved.

**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 Year Ahead Delivery Plan are produced on a quarterly basis (twice internally and twice publicly in January and July). Public updates are reviewed by Cabinet and Scrutiny and are available online. The update reports to Cabinet and Scrutiny include progress in relation to actions within the Year Ahead Delivery Plan, as well as performance relating to a suite of key measures and case studies.

As part of this monitoring process, services are required to specifically 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. This is 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 with residents took place 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.

Customers are consulted and engaged with in different ways by services when delivering the Year Ahead Delivery Plan activities.

The performance measures monitored include resident satisfaction and a resident satisfaction survey is conducted annually. Between October 2025 and January 2026, a

	<p>statistically representative random sample of 500 Rotherham residents (aged 18 or over) was polled by 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 is often a bias in the profile of people who respond to any survey. See results from the 2026 survey above.</p> <p>Some performance measures are based on customer perceptions of the quality of the service received.</p>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Staff at all levels were consulted in the development of the new Council Plan 2025-30.</p> <p>Engagement with key directorate colleagues is ongoing, in the development of the Year Ahead Delivery Plans and through quarterly progress reviews for applicable actions / milestones and performance metrics. Staff also provide case studies for the year-end reports.</p> <p>The headlines were shared with the Service Director Group (21 May), Strategic Leadership Team (26 May) and Leader (27 May) for feedback prior to drafting the report for Cabinet.</p> <p>Wider Leadership events and staff briefing sessions also include highlights in relation to the process for all staff awareness.</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 outcomes, two specifically 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 the fastest. This will be done by striving to achieve the best outcomes for local people, involving local residents in the things that matter to them and services are designed based on input from those who use them as well as tangible outputs such as the quality of homes and health and wellbeing of residents.

To complement this approach, an economy that works for everyone ensures that it connects residents to opportunity, providing work and education opportunities in an inclusive manner that meets the needs of its population.

There is also a priority focussed on helping people to feel safe in their community within the 'places are thriving, safe and clean' outcome. This involves providing support to our communities at a level that is proportionate to the degree of need, taking a universal approach where appropriate, whilst also providing targeted support to those who need it the most.

Furthermore, the underlying 'One Council' outcome 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 inclusivity. This will involve working with services and partners to promote equality, celebrate diversity and ensure fairness for everyone. The commitment to work in partnership 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.

The six-monthly progress reports capture progress in relation to all activities within the Year Ahead Delivery Plan and a suite of key performance measures.

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 creating neighbourhoods where people feel safe, proud, and connected, while ensuring public spaces are well maintained and vibrant. The priorities of helping people to feel safe in their community, creating vibrant communities, better public spaces and revitalising the town centre 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.

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

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Tackle hate crime incidents and the drivers of hate crime through the delivery of education and engagement group and individual sessions: 37 group sessions were delivered throughout 2025/26, reaching 991 children and young people. 98 one-to-one interventions were delivered to individuals involved in or at risk of perpetrating hate crime.
- 10 ward reports have been provided to Council from July 2025, which have been informed by local communities. Ward profiles 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 tackle those priorities, including the delivery of integrated, accessible, and responsive services that meet diverse needs.

- Delivered cultural events in varied locations throughout the borough throughout 2025/26, including events such as: Rotherham Show, Signals Festival, Uplift, WoW Rotherham, Christmas Lights' Switch On, and support for ward-based community galas and festivals. 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. This is achieved through measures including: British Sign Language interpreters for spoken word events and talks, ramp access for performance stages, ensuring representation in the creative programme, creative partnerships with target groups such as SENSE to deliver provision for Special Educational Needs and Disabilities (SEND) at events, Rotherham Ethnic Minority Alliance (REMA) to engage a more diverse range of communities for Rotherham Show and specific targeting of women, girls, trans and non-binary communities at WOW Rotherham.
- Delivered the Cohesion Grant fund with a range of partners across the borough to support local communities. This included a broad range of activity, bringing different communities together around different shared activities and interests. Some of this activity was also re-designed to mark St Georges Day, this included funding, through a small grants programme, a range of events to include communities across the borough.
- Completed redevelopment works at Rother Valley and Thrybergh Country Park, this included accessible public pathways and new toilet facilities for disabled customers at Rother Valley.

### **An economy that works for everyone**

Aims for this theme include developing the economy, enhancing skills, and connecting people to opportunities.

Contributing to these aims are a range of regeneration projects for businesses in Rotherham, supporting residents to gain skills and enhance their employment prospects, and the creation of more working opportunities for residents.

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

Activity that links to improving equality, diversity and inclusion outcomes includes:

- Developed and implemented an apprenticeship action plan to support the growth of apprenticeships across the borough. Ongoing engagement with employers, schools, universities and diverse communities helps to reduce barriers to employment and increase access to apprenticeships for underrepresented groups.
- Supported 45 young people aged 16-25 into paid employment through traineeships and internships as part of the Children's Capital of Culture Programme. This programme is supported with an Equalities Impact Assessment, which focuses on ensuring that opportunities can be accessed by more marginalised groups including working with care experienced young people to provide pathways into employment.
- Implemented an Economic Inactivity Trailblazer to provide targeted support for economically inactive residents facing barriers to employment. Launched in April 2025, the programme aims to improve equality of opportunity by helping participants overcome challenges that may prevent them from accessing work, supporting progression towards sustainable employment. By the end of March 2026, 87 participants had successfully been supported into paid employment.

- Developed and delivered a programme of work experience, supported internships, apprentices and graduate schemes to ensure effective career pathways and succession planning. Increasing the number of opportunities across the borough will inform work to consider how best those from underrepresented communities and demographics can be encouraged and supported.

### **Children and young people achieve**

Actions under this theme are aimed at ensuring that children and young people have fun things to do, enabling children and young people to thrive, and keeping children and young people safe from harm.

Activities aim to address educational inequalities through collaborative working with schools and partners, so all children are ready to attend school, learn and engage in future education, training, and employment. This will give all young people the opportunity to fulfil their potential, regardless of ability.

Some actions specifically target support to those who are disadvantaged, vulnerable or have disabilities. Specific actions to open new in-house residential children's homes will enable looked after children to access the best local placements whilst other actions aim to improve opportunities and outcomes for children and young people with Special Educational Needs and Disabilities (SEND), so they can get the best start in life. Activities for young people to have fun things to do have also been designed so that accessibility is ensured as much as possible.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Worked with children and young people across the borough to deliver events throughout the 2025 Festival Year, celebrating Rotherham becoming the world's first Children's Capital of Culture through more than 1,000 events and activities. The programme promoted inclusion and equality of access by supporting children and young people from diverse backgrounds to participate in initiatives including the Youth Programming Panel, Arts Awards and volunteering schemes. Particular efforts were made to engage groups who may face additional barriers to participation, including home educated children and young people through the Arts Award programme, and neurodiverse children and young people through targeted school-based activity.
- Submitted a bid to The Cruyff Foundation for a multi-use games area in the borough. Consultation has taken place between Clifton Learning Partnership and Kimberworth Community Partnership to ensure that the new facility is accessible, recognising the needs of women and girls, disabled people and low income-families.
- Provided 141,748 free school meal vouchers to support families during the school holidays, in line with the package of measures agreed through the Household Support Fund. Free School Meals are means tested and provide a targeted level of support for pupils from low socio-economic background. Schools provide support to families to ensure all eligible families can access this entitlement. An Equality Screening Assessment was also completed as part of the Cabinet report and budget monitoring arrangements in place for this funding.
- Completed building work on the Special Educational Needs and Disability centre at Eric Manns, and Rotherham Parent Carers Forum are now occupying the building and delivering services within the community. This includes providing adequate meeting and

office space that will assist in the Parent Carers Forum and the Council working in Partnership and delivering positive outcomes for young people and their families.

- Supported 27 Rotherham secondary schools and colleges to enhance their careers provision. Consultation on the project is the responsibility of South Yorkshire Mayoral Combined Authority, who run the Careers Hub for the whole of South Yorkshire. All schools are supported through the project.
- Published a No Family Left Behind (*Rotherham's Commitment to Addressing Child Poverty*) Strategy in September 2025, championing initiatives and aligning stakeholders to address child poverty. The Child Poverty rate in Rotherham is 31% (2023/24). The wards with the highest number of children living in relative low-income families are Rotherham East Ward (2,445), Boston Castle Ward (1,614) and Rotherham West Ward (1,418). Harnessing resources to prevent and reduce the impact of poverty will improve the life chances and experiences of children affected.

### **Residents live well**

Actions in this outcome are aimed at supporting better physical and mental wellbeing, assisting people to live independently, safe, and well, and to provide good quality, affordable homes for all. Within the priority for assisting people to live independently, safe, and well, actions focus on people with learning disabilities, independent living and adult social care ensuring that the needs of these vulnerable groups are prioritised. Notably, in this area, a range of engagement and co-production exercises have been undertaken, with a range of diverse communities, to ensure that their views are considered in service design and delivery and their needs are met. This is central to improving accessibility and enabling inclusive services.

More generally, ongoing monitoring and improvement of services contributing to this theme is key, as the most vulnerable often face the most barriers. Monitoring should identify and address gaps in provision, and ensure that individuals sharing several protected characteristics, and potentially facing multiple barriers, can access the support they need.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Commissioned an Active Hub to establish referral support for people with long-term health conditions to access physical activity opportunities. The Active Hub has been established to support those with the opportunity to benefit clinically from physical activity. From October 2025, anyone with a long-term health condition who is currently inactive can self-refer or be referred by a healthcare professional.
- Launch a specialised support service for people who have attempted suicide. The service focuses on those who have attempted suicide and will increase local understanding of the risks to inform wider suicide prevention approaches. The Hub offers a flexible, tailored approach to each referral and assessments can be done in-person (in community venues) or by phone, to ensure they are accessible to everyone.
- The building work for Castle View Day Service was completed and opened in June. People with lived experience, carers and staff were involved in shaping both the building design and service model to ensure the environment meets the needs of people with high and complex support needs. This has informed accessible layout design, sensory-considerate spaces, and facilities that support dignity, independence and safety for people with a range of physical and cognitive needs.

- Delivered the Rothercare analogue to digital switchover for over 5,000 residents. A full Equality Impact Assessment has been completed to ensure people with care and support needs can continue to utilise Rothercare post the digital switchover.
- The refreshed Domestic Abuse and Sexual Offences Strategy (2026/27-2028/29) was approved by the Safer Rotherham Partnership and endorsed by Cabinet on 13 April 2026. The refreshed strategy will continue to improve the support available to victims and the actions taken to address perpetrators of violence and abuse. Domestic abuse (DA) causes isolation and exclusion, and by tackling domestic abuse, the wellbeing and life chances of victims and 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. A new Equality Analysis was prepared to go alongside the Cabinet report.
- Delivered the Learning Disability Strategy priorities for 2025, which included additional funding for Supported Employment to increase capacity to support up to 100 additional residents with Learning Disabilities and Autism, improving access to employment opportunities for groups who may face barriers to work. Over 50 residents have already been supported into employment-related activity. Governance of the Learning Disability Strategy has also been strengthened through the relaunch of the Learning Disability Partnership Board and the establishment of a dedicated voice forum to ensure lived experience informs service development. The Preparing for Adulthood programme also continues to embed the views of young people, with targeted engagement helping to shape more inclusive services and improve transition experiences.
- Delivered the Council's Local Council Tax Support Top Up scheme throughout 2025/26, providing up to £126 to working households in receipt of council tax support. Access to the scheme is governed by the Council's Local Council Tax Support Scheme which was approved by Cabinet with its own equality impact assessment. The scheme is open to those residents who are financially vulnerable and due to the criteria outlined in the Council's Local Council Tax Support policy are eligible for support. The Council ensures that a wider variety to access the support are available.
- Continued delivery of the Council's Home Delivery Programme through new build developments across the borough, supporting the provision of affordable and accessible housing to meet diverse local needs. The programme responds to strategic challenges including housing affordability, homelessness and diverse need within the borough by delivering a mix of one-bedroom homes, larger homes, bungalows, accessible and adaptable properties for households with additional needs and wheelchair users, and accommodation designed to support older people to live independently for longer.

### **One Council that listens and learns**

The One Council theme is focussed around ensuring a better customer experience, working in partnership with our communities, and supporting a workforce that is ambitious. The theme includes priorities and outcomes that reflect how the Council is delivering effective customer services, ensuring residents can access the services that they need, along with an engaged, diverse, and skilled workforce who are empowered to meet the needs of all customers.

The following areas have progressed which have a direct impact on improving equality, diversity, and inclusion outcomes:

- The Council's Equality, Diversity and Inclusion Strategy, now renamed the Inclusion Strategy, was agreed at Cabinet in February 2026. This followed consultation with

residents and community groups across the borough. The strategy sets out a clear ambition to reduce barriers to participation in all aspects of life across the borough. It is structured around four equality objectives: working together, responsive services, welcoming places, and becoming an employer of choice.

- The Rotherham Adult Social Care Always Listening Co-Production Board (RASCAL) continues to meet monthly and is now well embedded within Adult Social Care’s approach to service change. The Board is co-chaired by a member with lived experience alongside the Co-Production Lead, strengthening shared ownership and ensuring effective governance. RASCAL has played a key role in co-producing the next Adult Social Care Strategy, including shaping the approach to community engagement. A clear process is in place to ensure that any adult social care work with potential impact on people who draw on services, carers, families or friends is considered through the RASCAL board, providing assurance that lived experience and customer voice are meaningfully captured and used to inform decision-making.
- Co-designed a new tenant engagement framework that strengthens tenant influence in Rotherham and empowers tenants to effectively shape council housing services. Participation was encouraged from a diverse range of tenants and offered tailored support to remove barriers to participation. Workshops were delivered both online and in-person, ensuring accessibility and flexibility. A dedicated online session was also delivered for autistic tenants, shaped around their communication preferences and needs.
- The Workforce Plan sets out a key action to become an employer of choice, including a review of how the Council attracts, recruits, develops, and retains staff from different sections of the community.

**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 reporting process.

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

Yes, as detailed 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

<b>Title of analysis:</b> Council Plan and Year Ahead Delivery Plan Progress Update – Year-End Report for 2025/26.
<b>Directorate and service area:</b> Policy, Strategy and Engagement; Policy, Performance and Intelligence
<b>Lead Manager:</b> Katie Stead
<b>Summary of findings:</b>
The Year Ahead Delivery Plan addresses inequalities in several of its key themes, including the overarching theme ‘One Council’ 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, especially in the ‘People are safe, healthy and well’ and ‘Everyone has economic opportunities’ themes, 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)
Continue to 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 Strategic Director of Policy, Strategy and Engagement	16 June 2026
Cllr Chris Read	Leader of the Council	22 June 2026

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>	09/06/26
<b>Report title and date</b>	Council Plan and Year Ahead Delivery Plan Progress Update – Year-end Report for 2025/26. Cabinet 6 July
<b>Date report sent for publication</b>	22/06/26
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	15/06/26