

## Appendix 2

### 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> Social Value Annual Report                     |                                                                                          |
| <b>Directorate:</b><br>Policy, Strategy and Engagement       | <b>Service area:</b><br>Policy, Performance and Intelligence                             |
| <b>Lead person:</b><br>Sunday Alonge                         | <b>Contact:</b><br>01709 254441                                                          |
| Is this a:                                                   |                                                                                          |
| <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. Please provide a brief description of what you are screening                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>This is an annual report that provides progress against the Council's social value priorities, as set out in the approved Social Value Policy. It provides a detailed breakdown of social value commitments and delivery using the established Themes, Outcomes, Measures (TOMs) system. It also includes a review of progress against key actions agreed in the previous annual report, which were to:</p> <ul style="list-style-type: none"> <li>• Continue the work on employee ownership</li> <li>• Deliver the partnership social value action plan with Social Value portal, working towards the delivery of increased social value commitments across Rotherham's anchor network.</li> </ul> |

- Deliver further support to local businesses through the UK Shared Prosperity Fund (UKSPF).

Upskill Council staff through training initiatives and one-to-one support. It also sets priorities for the year ahead.

### 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

N/A

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 report provides information on the achievements of the Council's Social Value Policy, which is underpinned by the aim of supporting the employment (including education and training) of disadvantaged groups who have barriers to accessing the labour market. It also provides information on the upskilling of Council staff to increase knowledge and hold suppliers accountable for their social value delivery, and capacity building for local SMES so that they have the resources and support required to strengthen local supply chains.

- **Key findings**

Addressing inequalities is central to the social value outcomes that have been identified. These include a wide range of groups who will be supported through increased training, school visits, employment, apprenticeships, and other training opportunities. In addition, the policy is also about changing the way the council commissions. Taking forward the policy's principles places emphasis on co-designing services and involving service users throughout the process. This will increase the role and voice of all groups and enhances community wealth building through creating a resilient, locally rooted economy.

- **Actions**

A full equality analysis will be carried out by December 2026. To further ensure equality, diversity, and inclusion implications are considered, it will explore how the Council can deliberately target disadvantaged groups and those with protected characteristics in the procurement process e.g. targeting businesses owned by these groups for support. Priority attention could then be given to them through employment, education, and training support that comes from social value implementation.

|                                                                         |                               |
|-------------------------------------------------------------------------|-------------------------------|
| Date to scope and plan your Equality Analysis:                          | December 2026                 |
| Date to complete your Equality Analysis:                                | December 2026                 |
| Lead person for your Equality Analysis<br>(Include name and job title): | Sunday Alonge, Policy Officer |

## 5. Governance, ownership and approval

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

| Name           | Job title                                          | Date                        |
|----------------|----------------------------------------------------|-----------------------------|
| Michael Holmes | Policy and Strategy Officer                        | 3 <sup>rd</sup> August 2026 |
| Fiona Boden    | Head of Policy,<br>Performance and<br>Intelligence | 7 <sup>th</sup> August 2026 |

## 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>                                                                                                                                            | 31 July 2026                |
| <b>Report title and date</b>                                                                                                                                               | Social Value annual report  |
| <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 September 2026 |
| <b>Date screening sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>                        | 12/08/26                    |