

## 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><br>Extra Care Housing Model                                                                                                                              |                                                                       |
| <b>Date of Equality Analysis (EA):</b><br>16/07/2026                                                                                                                                     |                                                                       |
| <b>Directorate:</b><br>Adult Care, Housing and Public Health                                                                                                                             | <b>Service area:</b><br>Provider Services, Adult Care and Integration |
| <b>Lead Manager:</b><br>Claire Green, Programme Manager                                                                                                                                  | <b>Contact number:</b><br>Claire.Green@Rotherham.gov.uk               |
| <b>Is this a:</b><br><input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other<br><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<br>(eg service user, managers, service specialist)       |
|----------------------|-------------------|---------------------------------------------------------------|
| Claire Green         | Rotherham Council | Programme Manager                                             |
| Grace Bryant-Maxwell | Rotherham Council | National Management Trainee                                   |
| Deborah Ramskill     | Rotherham Council | Head of Extra Care Housing, Lord Hardy Court and Davies Court |

## 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.)

Extra Care Housing (ECH) is recognised nationally for providing people aged 55 years and above with independent, self-contained homes within a community setting, combined with on-site care and support services available 24 hours a day. It aims to support vulnerable adults to sustain their independence and tenancy by offering varying levels of care and support which is person-centred.

Rotherham has two ECH schemes, Bakers Field Court, and Potteries Court, offering 88 tenancies in total. Tenants with eligible social care needs currently receive service from a range of external providers, either those on the commissioned framework or independent agencies and Personal Assistants via a Direct Payment.

The Council recognised an opportunity to strengthen the current model to optimise outcomes for tenants, both current and future, and for residents living in neighbouring communities. As such, in April 2026, Cabinet approved a recommendation to consult stakeholders and the broader public on a preferred model for the delivery of care and support.

A preferred model, for a team of Council employed staff, based on-site 24 hours a day, 7 days a week, to deliver care and support to tenants, was consulted on over a 90-day period between 27 April and 26 July 2026. This process provided all relevant stakeholders with an opportunity to comment on the proposal. Participants included those potentially directly impacted by the proposed changes, including current tenants, families and carers, the workforce, the scheme owners Together Housing, commissioned providers, agencies and personal assistants, as well as prospective tenants and strategic partners.

This Cabinet report proposes a final model whereby tenant care and support needs would be met by a team of fully trained Council-employed staff, based at the schemes with access

to support 24 hours a day, 7 days a week. ECH would become registered with the Care Quality Commission (CQC). Tenants will retain the right to choose their care provider.

The proposed final model has been shaped around the feedback received during the consultation. This equality analysis will consider the impact of the proposed final model on present and future ECH tenants as well as the ECH workforce.

Subject to Cabinet approval, the proposed final model will impact on the staffing structure required for delivery. The impact on staff will be explored through a bespoke staff and trade union consultation, with accompanying equalities assessments.

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

Demographic data for Rotherham indicates a rapidly ageing population with significant health inequalities, particularly affecting residents aged 55 and above. The area has a higher proportion of older adults compared to the national average, with substantial numbers living with long-term, limiting health conditions. The population aged 65 or over in Rotherham is 52,228, making up 19.6% of the population, which is above the national average of 18.4%. This is projected to increase to 59,960 people by 2028, with the largest increase in people aged over 75. Vulnerability and Health Indicators show that 21.1% of the total population (56,177 people) of Rotherham have a limiting long-term health problem or disability, a figure that is higher than the national average of 17.5% (Office for National Statistics).

Across the two ECH schemes, there is a total of 87 tenants. For tenants in receipt of care and support, data is available and has been derived from the adult social care case management system. For 7 tenants that neither receive formal care nor wellbeing and housing support from the ECH team, protected characteristic data is not fully available.

Tenant Data (source/date: LAS, 14 July 2026)

| Protected Characteristic |                    | ECH Tenants        |
|--------------------------|--------------------|--------------------|
| <b>Age</b>               | 20-34              | N/A – not eligible |
|                          | 35-49              | N/A – not eligible |
|                          | 50-59              | 7%                 |
|                          | 60-70+             | 85%                |
|                          | Not recorded/known | 8%                 |
| <b>Gender</b>            | Female             | 60%                |
|                          | Male               | 40%                |
|                          | Not specified      | -                  |
| <b>Sexuality</b>         | Heterosexual       | 5%                 |
|                          | Bisexual           | -                  |
|                          | LGBTQ+             | -                  |
|                          | Not recorded/known | 95%                |
| <b>Ethnicity</b>         | White British      | 84%                |

|                   |                                  |     |
|-------------------|----------------------------------|-----|
|                   | Asian or Asian British           | -   |
|                   | Black or Black British African   | -   |
|                   | Black or Black British Caribbean | -   |
|                   | Multiple Heritage                | -   |
|                   | White European                   | -   |
|                   | Not recorded/known               | 16% |
| <b>Disability</b> | Yes                              | 86% |
|                   | No                               | -   |
|                   | Not recorded/known               | 14% |
| <b>Religion</b>   | Christianity                     | 29% |
|                   | Islam                            | -   |
|                   | None                             | -   |
|                   | Other                            | -   |
|                   | Not recorded/known               | 71% |

Whilst ECH is available equitably to all who meet the eligibility criteria, regardless of any Protected Characteristics, when considering the characteristics of the current cohort of tenants, the Equalities Assessment acknowledges some disparity across these. However, it also notes that there are some gaps in the available data which may be skewing statistics. For example, for 95% of tenants, sexuality is not recorded, for 16% of tenants, ethnicity is not recorded, and for 71% of tenants, their religion is not recorded.

Data shows that 7% of tenants are aged between 50-59, and 85% are aged 60 and above. This is representative of the offer, to support vulnerable adults aged 55 years and above. 84% of people accessing ECH are White British. Further analysis may be required to understand whether people from minority ethnic communities are proportionately represented within the service and to identify any barriers that may affect access.

Staff Data (source/date: HR, 14 July 2026)

| Protected Characteristic |                                  | ECH Staff |
|--------------------------|----------------------------------|-----------|
| <b>Age</b>               | 20-34                            | 7%        |
|                          | 35-49                            | 17%       |
|                          | 50-59                            | 33%       |
|                          | 60-70+                           | 43%       |
| <b>Gender</b>            | Female                           | 100%      |
|                          | Male                             | -         |
| <b>Sexuality</b>         | Heterosexual                     | -         |
|                          | LGBTQ+                           | -         |
|                          | Not recorded/known               | 100%      |
| <b>Ethnicity</b>         | White British                    | 77%       |
|                          | Asian or Asian British           | -         |
|                          | Black or Black British African   | 3%        |
|                          | Black or Black British Caribbean | 3%        |
|                          | Multiple Heritage                | -         |

|                   |                    |     |
|-------------------|--------------------|-----|
|                   | White European     | -   |
|                   | Not recorded/known | 17% |
| <b>Disability</b> | Yes                | 20% |
|                   | No                 | 67% |
|                   | Not recorded/known | 13% |
| <b>Religion</b>   | Christianity       | 40% |
|                   | Islam              | -   |
|                   | None               | 17% |
|                   | Other              | 10% |
|                   | Not recorded/known | 3%  |

The equality impact assessment acknowledges that the ECH workforce is predominantly older, with 76% of employees aged 50 and over, and with 20% of staff having declared a disability. In addition, the workforce is currently entirely female, with no male representation. As a result, these characteristics have been carefully considered in the development of the proposed model. If approved, a strong focus will be placed on accessibility and inclusivity during implementation, including ensuring that staff are able to request reasonable adjustments and access flexible working arrangements where operationally feasible.

The assessment also identifies limited gender and ethnic diversity within the current ECH workforce. In response, the future model will seek to promote equality of opportunity and create an inclusive working environment that is attractive and accessible to all.

Recruitment, selection and workforce practices will minimise the risk of unintended barriers or disadvantages for under-represented groups, supporting a fair and equitable experience for both current and prospective ECH employees.

**Are there any gaps in the information that you are aware of?**

Data in relation to Gender Reassignment and Pregnancy and Maternity is not available for ECH tenants.

Data in relation to Sexuality is not available for ECH staff.

**What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?**

There will be no impact on communities or groups according to their protected characteristics.

Throughout the consultation, efforts were made to ensure that engagement activities were accessible and inclusive, with reasonable adjustments provided where required to maximise participation and enable individuals to contribute effectively.

If approved, the potential impact on service users, tenants and employees will continue to be monitored throughout the implementation of the final model, taking protected

characteristics into account. Reasonable adjustments will continue to be available for staff, tenants and others who require them.

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| <p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p> | <p><b>Key findings:</b><br/> <u>ECH Council Staff</u><br/> <b>Dates: 24 and 26 March 2026.</b><br/> Two early engagement sessions took place with staff prior to the formal 90-day consultation to ensure that staff were aware of the intentions of the Council and the proposal.</p> <p><b>Dates: 6 May and 8 May 2026, 8 July and 9 July 2026.</b><br/> Four staff drop-in sessions took place throughout the 90-day consultation period. These sessions provided an opportunity for staff to ask questions, give feedback and to receive regular updates on the progress of the consultation.</p> <p>100% of all ECH Council staff participated in the online questionnaire, ensuring that staff views were well represented throughout the consultation.</p> <p><u>ECH Commissioned Providers</u><br/> <b>Date: 7 May 2026</b><br/> A dedicated engagement session was delivered to commissioned providers through the Home Care Provider forum, supported by two follow-up communications to encourage participation and feedback.</p> <p>Although affected providers were invited to share their concerns and provide feedback, no concerns were raised and no feedback was provided.</p> <p>Tenants in receipt of a Direct Payment were encouraged and supported to engage with the agency and/or personal assistant they employ.</p> <p><u>Next Steps</u><br/> Following Cabinet approval of the proposed final model, a bespoke 30-day staff and trade union consultation will be prepared to understand the impact the final model would have. At this point, a proposed staffing</p> |
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|--------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                  | <p>structure and establishment will be shared with staff for feedback. A further equalities analysis will be completed to support this process.</p> <p>The staff consultation will also consider the wider workforce and any TUPE rights that care workers within the independent providers have, based on their current working arrangements.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p><b>Engagement undertaken with tenants. (date and group(s) consulted and key findings)</b></p> | <p><b>Key findings:</b></p> <p><b>Dates: 24 and 26 March 2026.</b><br/>Two early engagement sessions took place prior to the consultation to ensure that tenants, their families and carers were aware of the intentions of the Council and the proposal. Representatives from Together Housing were part of these sessions.</p> <p><b>Dates: 6, 8, 13, 15, 17 and 20 May 2026.</b><br/>Tenants, their families and carers were supported to participate in the consultation through a programme of six planned tenant drop-in sessions across Bakers Field Court and Potteries Court. These sessions provided an opportunity for tenants to ask questions and provide feedback on the proposed model.</p> <p><u>Communications</u><br/>The consultation was promoted to tenants through flyers, posters, letters/emails and face-to-face at regular tenant meetings and coffee mornings.</p> <p>Tenant views were strongly represented with 93% of the total number of ECH tenants across both schemes participating in the consultation. This high level of engagement resulted from 56 tenants (64% of all tenants) attending a drop-in session and a further 25 tenants (29%) completing the online questionnaire outside of the drop-in sessions. This ensured that tenant views were well represented throughout the consultation.</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)

The proposed final model is not considered to have a disproportionate impact on any protected characteristic group. Furthermore, procedures and guidance were followed throughout the planning and delivery of the public consultation, including the provision of reasonable adjustments where required to ensure that all individuals who wished to take part in the consultation were able to do so fully and effectively. This approach will also be taken during the implementation of the proposed final model, if approved.

**Does your Policy/Service present any problems or barriers to communities or Groups?**

There are no anticipated problems or barriers to communities or groups. The current application process for eligible adults will remain under the proposed final model.

Adults must be –

- A Rotherham resident, aged 55 year and above.
- Accepted on the Housing Register.
- Prioritised for re-housing on medical grounds.
- Assessed by Together Housing as having a housing support need.

Adults may have eligible needs under the Care Act 2024, and allocations will continue to be prioritised on a needs-basis.

Under the proposed final model, all current tenants will remain in ECH, providing that their care needs can continue to be met by the service.

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

The proposed model is expected to have a positive impact on the accessibility of services for vulnerable people. By delivering care and support through fully trained Council-employed staff, the model will strengthen oversight, improve the coordination of care and support, and enable the ECH schemes to meet a wider range of needs, including those of individuals with more complex care needs.

A team of Council-employed staff, based on site will enable support to be delivered flexibly as needs arise, ensuring timely interventions and reviews of care plans. This will strengthen the relational experience of tenants and families and overall is expected to improve tenant experience and support better outcomes.

Additionally, the proposed final model is expected to deliver positive benefits for the ECH Council workforce through the remodelling of the staffing establishment, enabling Council staff to play a direct role in the delivery of care and support. This approach will provide valuable opportunities for staff to develop new skills, undertake further training and broaden

their experience. Feedback received during the consultation indicates that staff view the proposed model positively and recognise the opportunities it presents for both the tenants they support and for their own professional development.

**What effect 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)

The proposed final model presents an opportunity to promote the schemes as community assets which invite people in and link tenants to the wider community. This would maximise the connection and wellbeing of both tenants and non-residents and therefore have a positive impact on community relations.

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.

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## **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> Extra Care Housing Model                                                                                                                                                                                                                                                                              |
| <b>Directorate and service area:</b> Adult Care, Housing and Public Health                                                                                                                                                                                                                                                      |
| <b>Lead Manager:</b> Claire Green, Programme Manager                                                                                                                                                                                                                                                                            |
| <b>Summary of findings:</b>                                                                                                                                                                                                                                                                                                     |
| This equality analysis has been completed to ensure that the proposed ECH final model is inclusive of all protected characteristics, communities and groups. All tenants within ECH will be equally supported and included throughout the implementation process, if approved, irrespective of their protected characteristics. |

| Action/Target                                                                                                                          | State Protected Characteristics as listed below | Target date (MM/YY)     |
|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------|
| Present consultation feedback to staff and tenants                                                                                     | All                                             | August - September 2026 |
| Present a final model to Cabinet to seek approval to implement                                                                         | All                                             | October 2026            |
| Begin a bespoke 30-day staff consultation                                                                                              | All                                             | October-December 2026   |
| 100% of ECH staff team is female. We will look to actively recruit male staff to some of the additional posts to support male tenants. | Gender                                          | January-April 2027      |

\*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       |
| Deborah Ramskill                                                                                                                                                       | Head of Extra Care Housing, Lord Hardy Court and Davies Court | 17/07/2026 |
| Kirsty-Louise Littlewood                                                                                                                                               | Service Director, Adult Care and Integration                  | 21/07/2026 |
| Ian Spicer                                                                                                                                                             | Executive Director of Adult Care, Housing and Public Health   | 28/08/2026 |
| Cllr Baker-Rogers                                                                                                                                                      | Cabinet Member for Adult Social Care and Health               | 24/08/2026 |

| 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>                                                                                                                                                                                                                               | 16/07/2026               |
| <b>Report title and date</b>                                                                                                                                                                                                                                          | Extra Care Housing Model |
| <b>Date report sent for publication</b>                                                                                                                                                                                                                               |                          |
| <b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>                                                                                                           | 16/07/2026               |