

Appendix 2

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Moving Rotherham Partnership delivery of Place Expansion grant	
Date of Equality Analysis (EA): 14 th July 2026	
Directorate: Adult Care Housing and Public Health	Service area: Public Health
Lead Manager: Gilly Brenner	Contact number: 01709 254116
Is this a: ☐ Strategy / Policy ☐ Service / Function ☒ Other	
If other, please specify Partnership delivery of a Council-hosted grant. Includes services / functions, but also includes strategic development of action plans, wider system-based working and evaluation.	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Gilly Brenner	Rotherham Council Public Health	Consultant in Public Health
Carole Foster	Rotherham Council Public Health	Moving Rotherham Programme Manager
Chris Siddall	Rotherham Council Culture, Sport and Tourism	Head of Service, Sport, Leisure and Strategic Partnerships

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.)

It is well evidenced that increasing physical activity is essential for improving the overall health of the population. Regular activity can significantly reduce the risk and impact of long-term health conditions, enhance social engagement, and support positive mental health for people of all ages in Rotherham.

Despite this, inactivity (doing less than 30 minutes of activity per week) is distributed unequally with higher rates of inactivity in areas of deprivation, across certain demographic groups and in those with long-term health conditions and disabilities. Inactivity in Rotherham is greater than the national average, with almost 32% of Rotherham's adults classed as inactive. That national average for inactive adults is 26%.

The Sport England investment will be used to help the Moving Rotherham Partnership continue to develop a deeper understanding of local communities and the factors driving or hindering physical activity in different neighbourhoods or demographics, with a particular focus on Middle Super Output Area neighbourhoods identified by Sport England as priorities due to greater levels of inactivity. Building on the insight and evaluation from the development award, the delivery of this award is built on engagement with those facing inequalities in access to physical activity opportunities.

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

There is a range of information available that has been and will continue to be used to inform the work. We will also be collecting more data as part of our requirements to Sport England.

Some of the key local Rotherham data is shared here:

<https://www.rotherham.gov.uk/data/health-behaviours/physical-activity>

A summary of equalities data relating to physical activity is shared here:

<https://www.yorkshiresport.org/data-hub>

A significant amount of data and engagement was undertaken as part of the development phase of the Place Expansion grant. This is summarised in the Cabinet paper appended 2025-26 Evaluation report. This gives information from the key priority groups – children and young people, people with long-term conditions / disabilities, and people living in communities where inactivity levels are highest.

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

Inequality in access and uptake of physical activity and sport is well evidenced:
[Understanding and addressing inequalities in physical activity](#)

We know people with disabilities or health conditions and individuals living in more deprived areas, females and certain ethnic groups are more likely to be less active. What we want to better understand, and what the main award will support, is how we can work with people to address this in Rotherham. We want to continue the engagement already undertaken in the development phase with local communities to remove barriers and enable physically activity, particularly in deprived areas and for those who are least active.

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

Sport England require significant monitoring and evaluation, including contribution to a national evaluation and learning programme. Moving Rotherham has committed to delivering an annual evaluation report summarising the findings of the delivery of the grant. This includes work specifically at target communities / groups on the basis of their lower levels of physical activity, including children and young people, people with long-term conditions and disabilities, and people living in target communities where physical activity levels are lower.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

Significant engagement has taken place throughout 2025/26 during the grant development phase. This is summarised in the evaluation report for 2025/26. This has influenced the new Physical Activity and Sport Strategy priority audiences and enabling themes.

Engagement undertaken with staff (date and group(s) consulted and key findings)

Throughout the grant development phase, the Moving Rotherham partnership has continued to expand and work closely as a partnership with a range of stakeholders. This includes a wide range of people with an interest in physical activity through the Big Active Network and more strategic delivery coordination through the System Leaders group who have met bi-monthly. These partners have been involved in the delivery and evaluation and in developing the new strategy.

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 delivery of the main award builds on the broad engagement undertaken during the development phase. In delivering the main award, there is use of local trusted partners with existing relationships with communities and services, which was fundamental to the success of the engagement work. This ensures that the needs and priorities of the community shape the approach. This means actively engaging with individuals and groups to gather insights, listen to their experiences, and identify the specific challenges they face and co-designing solutions. During the development phase the evaluation helps to articulate the barriers that different groups experience, whether these are physical, social, financial, or psychological. The Moving Rotherham Physical Activity and Sport Strategy at its core, promotes a 'physical activity for everyone' approach, ensuring that regardless of age, ability, background, or circumstances – everyone has the opportunity to participate in and benefit from physical activity. By prioritising inclusivity and continuous learning, we should see a stronger, healthier, and more engaged community.

The specific programmes being delivered, are targeted to reach those with lower levels of inactivity which correspond to various protected characteristics, including disability, age and race/religion. For example, the Every Move Counts service supports inactive people with long-term conditions or disabilities to find ways of being active that work for them. The project for children and young people through faith settings, will ensure that culturally appropriate physical activity can be more easily embedded into weekly routines.

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

The work of the Moving Rotherham Partnership should not create any problems or barriers. It seeks to remove and tackle those that already exist.

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

The delivery of the grant is designed to create a positive impact by actively identifying and removing barriers that may prevent individuals or groups from accessing physical activity opportunities. These barriers can take various forms, including physical, social, financial, or perceived obstacles. By working directly with communities and our priority audience groups, targeted solutions can be co-designed to improve accessibility and inclusivity.

The Every Move Counts health coaching programme enables supporting individuals to relevant opportunities, and identifying the need to create new initiatives where gaps exist. The coaches will work to ensure that people from all backgrounds can participate fully, whether by addressing physical access issues, tackling social barriers such as lack of awareness or confidence, or challenging perceptions that may discourage engagement.

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)

Delivery of the grant is expected to have a positive impact on community relations by promoting inclusive benefits for all and through physical activity opportunities creating an enjoyable way of people coming together in their local communities.

However, there may be a perception that certain groups gain more than others, based on targeted work with priority audiences. To address this, clear and transparent communication will be key in demonstrating that the Moving Rotherham work is designed to bring advantages to the entire borough. Expanding the comms campaigns and online information available will help to raise the profile of opportunities that exist across the borough.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Moving Rotherham Partnership delivery of Place Expansion grant
Directorate and service area: Adult Care Housing and Public Health; Public Health
Lead Manager: Gilly Brenner
Summary of findings:
Consideration of equality and diversity is inherent in Rotherham's grant proposal as a criterion of the bid outcomes is "tackle inequalities". The equality analysis assures that in developing the proposal equality and diversity issues have been considered, and demonstrates how these will be addressed through key actions.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Ensure equalities monitoring is embedded within the monitoring and evaluation of the continued delivery of the Moving Rotherham programme and is included in the annual evaluation reports.	A, D, S, RE, RoB, C, O	December 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
Emily Parry-Harries	Director of Public Health	Public Health SMT 16/7/26
Ian Spicer	Strategic Director Adult Care Housing and Public Health	ACH&PH DLT 28/07/26
Cllr Baker-Rogers	Cabinet Member	16/09/26

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given.	
If this Equality Analysis relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision a copy of the completed document should be attached as an appendix and published alongside the relevant report.	
A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	15 th July 2026
Report title and date	Cabinet paper - 12 th October 2026 Moving Rotherham Partnership Delivery of Place Expansion Grant
Date report sent for publication	16 th September 2026
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	15 th July 2026