

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: Children and Young People's Strategy	
Date of Equality Analysis (EA): 04 February 2026	
Directorate: CYPS	Service area: Commissioning, Quality & Performance
Lead Manager: Helen Sweaton	Contact number: 07554 436546
Is this a: ☒ Strategy / Policy ☐ Service / Function ☐ Other If other, please specify	

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)
Helen Sweaton	RMBC/ NHS SY	Service Director Commissioning, Performance and Quality
Kelly White	RMBC	Service Director Family Help
Niall Devlin	RMBC	Service Director Education and Inclusion

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 Children and Young People's Partnership Board is part of the Rotherham Together Strategic Partnership alongside the Health and Wellbeing Board, Strategic Housing Forum, Business Growth Board, Safer Rotherham Partnership, Safeguarding Adults Board, Safeguarding Children Partnership and the Cultural Partnership Board.

The Children and Young People's Partnership Board brings together a vibrant and diverse range of children and young people from a variety of council and voluntary and community sector groups including Youth Cabinet, Young Inspectors, SEND Guiding Voices, LGBTQ groups, and care-experienced young people. This supports the consideration of equality and diversity during delivery of the aims of the strategy e.g. when the Board provides support and challenge to Officers responsible for the delivery of plans across the Borough.

Since the Children and Young People's Partnership Board started in November 2023, the young people have influenced the following:

Say NO to Vapes!

Following a presentation on smoking cessation for children and young people, CYPPB challenged public health who then launched a 'Rotherhamised' campaign about vaping – spreading awareness and keeping young people healthy.

Nature Recovery

A presentation regarding activity promoting nature recovery led to CYPPB making recommendations and officers in the Council to committed to: Create a Climate Action Group for young people to get involved in protecting our planet. More volunteering opportunities for young people to help nature thrive – and they're age-appropriate too!

Toilets Shouldn't Be Locked

One of the represented groups raised the locking of school toilets in a meeting. Following this CYPPB challenged schools about locking toilets with support from public health and the Lead Member for Children and Young People. Some schools responded and even changed their policies so not all schools lock toilets now, however lots did not respond.

Safer Travel

When the community safety team presented their plans for improving safety in the Town centre CYPFB explained that because transport doesn't feel safe it can be difficult to get to the Town centre. The Chance Group shared their video about the buses and the Young Inspectors took action! They:

- Designed a bus questionnaire
- Inspected the bus station
- Influenced campaigns for safe cycle lanes

Standing Up Against Hate

The Hate Crime Team presented their work in schools to around Hate Crime. Following CYPFB challenge they extended support to home-educated young people.

Plus:

- Shared the Hate Crime Pledge
- Displayed Youth Cabinet guidance on reporting hate crime in the community

Mental Health Matters

Rotherham Doncaster and South Humber NHS Trust talked to us about Child and Adolescent Mental Health Services. They proposed some suggested changes based on consultation and engagement with children and young people and the CYPFB approved so CAMHS introduced:

- A new referral form
- A self-referral process
- Plans for a drop-in service designed with young people

Young People's Voice influencing Plans

- Thanks to CYPFB, 'Safety' and 'Having fun things to do' are now priorities in the Council Plan.
- CYPFB also influenced priorities in the Rotherham Together Plan – setting themes to improve life for local people and places.

The Children and Young People's Partnership Board make sure children and young people continue to influence decision making and service delivery in Rotherham, challenging and supporting adults to keep Rotherham a family friendly Borough for all.

The Board voted to develop a strategy that shows how important children and young people are in Rotherham because Rotherham is a place for Children and Young People to be proud of.

The strategy sets out the key aims for the Children and Young People's Partnership Board and provides an opportunity for children and young people to show why they are proud to live in Rotherham and how important they are.

The Children and Young People's Strategy is designed to benefit all children and young people in Rotherham.

The strategy affects Rotherham's 57,453 children aged under 18 representing 21.7% of the local population (ONS, mid 2020).

The strategy promotes:

- Inclusion, participation, and fairness by ensuring that diverse groups of children and young people are listened to and involved in decision-making.
- Articulates how the Children and Young People's Partnership Board will influence the activity already underway to improve the Borough for children and young people (including those with protected characteristics).
- Universal youth provision is available to all children and young people, and delivery takes place across the Borough, the grant award process is designed to encourage engagement from underrepresented groups. Improving the available information to help children and young people to make healthy choices and support community inclusion should benefit children and young people accessing universal and targeted youth provision.
- Improving communication to children and young people should raise awareness and improve access to green spaces, events and attractions for all children and young people (including those with protected characteristics) should improve the available opportunities to support good mental and physical health.

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

Rotherham's estimated population is 271,195 with 47,100 children (under 15) and 68,600 over 60s. 31,193 people are from minority ethnic groups (11.7% of the population). Of these the Pakistani community is the second largest ethnic group in Rotherham after White British.

The results from the 2025 Lifestyle Survey (a survey completed by children in years 7 and 10) shows that 62.8% of children completing the survey rated their mental health as either excellent or good, 58.5% said "I am comfortable with my body image" and 39.8% have been bullied in the past 6 months. 46.9% said they ate fruit and/or vegetables more than once per day, 17.3% of students said they never eat breakfast, 12.9% drink one high-sugar fizzy drink per day, 28.2% drink one high-energy drink per week and 10.7% have either used or created a betting account. Under 64.5% of children under 5 at a good level of development. The Best Start Plan aims to increase this to 73.3% by 2028.

70% of Rotherham is open countryside. Rotherham has lots of green space, including urban and country parks, nature reserves and woodlands. There were 4 million visits to Rotherham's attractions last year, including Wentworth Woodhouse, Gulliver's Valley, and Magna. Rotherham has a strong voluntary and community sector. There are around 1,400 Voluntary, Community and Social Enterprise organisations in Rotherham, and tens of thousands of volunteers.

259 children and young people responded to a survey carried out at Rotherham Show, Family Hubs, Children's Centres, Reception Areas, Schools, GP's, Pharmacy's, Healthwatch networks, Voice & Influence Groups and across 14 voluntary and community sector networks. 77% of children have strong connections to family and friends. 60% of children chose spending time with family and friends as their favourite thing to do. 36.29% of children think Rotherham would be better if there were more fun things to do (examples included more museums, zoos, shops and arcades), 53.67% if it felt safer, 53.67% if it was cleaner, 25.1% if there was improved access to health services – particularly mental health, 31.66% if the transport across Rotherham was better and 28.19% if there was

more support for young people (e.g. more ways to learn, increase skills, more careers advice and pathways to work).

Of the 259 children and young people, between the ages of 5 and 25, took part in a survey:

- The main age ranges of participants included 35% between the ages of 16 and 17, 20% were 10 and 11 year olds, 16% were 8 and 9 year olds and 14% were 12 and 13 year olds.
- 54% of participants think of themselves as 'girls', 42% as 'boys', 3% 'preferred not to say' and 1% described themselves 'in another way'.
- 79% of participants described their ethnic background as 'White British', 5% 'preferred not to answer', 3% stated 'other white background' and 13 children and young people described their ethnicity from a range of backgrounds such as Pakistani, African, White and Asian.
- 32% of participants have a disability or a condition which has lasted or expected to last for at least 12 months. Of which, 49% have a learning disability, 29% have a mental health condition and 24% have a long-term illness or health condition.

Thereafter a workshop was held with young people to analyse the feedback from the survey and to start writing the strategy. 13 young people took part in the workshop, representing Young Inspectors, Youth Cabinet, In Care Youth, Smiles for Miles and Guiding Voices.

Members of the Board chose which information they would like to include in the strategy which they thought would be of interest to other children and young people. This included demographic and diversity information and data that highlights disparities affecting different groups of children (wellbeing and experiences). The young people also chose to include an appendix of available support for access to services and support for vulnerable groups.

The Strategy has been co-produced; children and young people have led the development in line with the principles of the Rotherham Charter (Four Cornerstones): 1. Welcome and care 2. Value and include 3. Communicate 4. Work in partnership.

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

None identified.

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

- Progress against the Children and Young People's Strategy actions will be monitored by the Rotherham Together Partnership.
- Overarching responsibility will sit with the Lead Member for Children and Young People who will report into the Rotherham Together Partnership.
- The Children and Young People's Partnership Board raise risks/issues via the Rotherham Together Partnership Group.

• The Board is committed to the Rotherham Together Partnership ambition for good governance and high ethical standards, based on the Nolan principles: ○ Selflessness ○ Integrity ○ Objectivity ○ Accountability ○ Openness ○ Honesty ○ Leadership • In addition, the partnership has agreed principles that guide its approach: ○ Connecting organisations and children and young people to share knowledge, skills and resources. ○ Building child centred communities. ○ Creating opportunities that benefit all children and young people, particularly those who are most disadvantaged.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	• Ongoing engagement and co-production with the Children and Young People's Partnership Board who meet four times a year. • Survey carried out with children and young people attending Rotherham Show (September 2025) • Survey carried out at Family Hubs, Children's Centres, Reception Areas, Schools, GP's, Pharmacy's, Healthwatch networks, Voice & Influence Groups and across 14 voluntary and community sector networks (September 2025) • Co-production workshop held with the Children & Young People's Partnership Board (1st October 2025) Key Findings: • 77% of children have strong connections to family and friends. 60% of children chose spending time with family and friends as their favourite thing to do. 36.29% of children think Rotherham would be better if there were more fun things to do (examples included more museums, zoos, shops and arcades), 53.67% if it felt safer, 53.67% if it was cleaner, 25.1% if there was improved access to health services – particularly mental health, 31.66% if the transport across Rotherham was better and 28.19% if there was more support for young people
Engagement undertaken with staff (date and group(s) consulted and key findings)	• Service Directors and Voice & Influence Workers attend the Children & Young People's Partnership Board. The Board is co-chaired by the Lead member for Children and Young People. • Improving Lives Select Commission (ILSC) members attended the Children and Young People's Partnership Board for pre-decision scrutiny of the Children and Young People's Strategy (28th April). During this session, Angel one

	of the young people gave a brief overview of the strategy and highlighted the pertinent points. Councillor Sutton welcomed the presentation and appreciated both the content and the way it had been presented. A young person asked for social media and online safety to be included with the strategy as this was an important issue. A majority vote agreed to include content on social media and online safety. Members volunteered several suggestions on how the strategy may be improved before it was presented to Cabinet for approval. The suggestions included adding a little more detail to some of the statistics to make them more meaningful for impact, identification of where support was available for young people and expansion of some information in the narrative. The final draft strategy is reflective of these changes.
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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 Children and Young People's Partnership Board brings together a vibrant and diverse range of children and young people from a variety of council and voluntary and community sector groups including Youth Cabinet, Young Inspectors, SEND Guiding Voices, LGBTQ groups, and care-experienced young people. This supports the consideration of equality and diversity during delivery of the aims of the strategy. Youth voice and co-production also ensures services reflect diverse lived experiences.

The Children and Young People's Strategy shows a strong inclusive and universal approach, which is likely to have a positive overall effect on protected characteristics, particularly age, disability, race/ethnicity, religion, and socio-economic disadvantage. Delivery of the strategy promotes inclusion, participation, fair access to services and community cohesion.

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

No

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

Example impacts include:

- Keeping Rotherham a family friendly Borough

- Continuing to influence decision making and service delivery - influencing and shaping strategic decisions at system level
- Increased engagement and empowerment for different age cohorts
- Increased participation opportunities
- Improved access to fun things to do, activities/events, mental health support, Special Educational Needs and Disability Information, Advice and Support
- Youth communications officers and support and training for children and young people to submit 'content'
- Improved support to children and young people attending community groups and youth clubs following the development of a toolkit for workers to use as a resource. A key focus for the toolkit is to increase and promote cultural understanding
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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)

The Children & Young People's Partnership Board will continue to be representative of a diverse and vibrant range of children and young people.

Delivery of the Children and Young People's Strategy will have a positive impact on community relations, as it promotes inclusion, understanding, and shared participation across different groups:

- Creates more opportunities for people from different backgrounds to mix.
- Ensures decisions reflect the needs of all groups, not just the majority.
- Builds stronger, more connected communities.

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: Children and Young People's Strategy
Directorate and service area: CYPS
Lead Manager: Helen Sweaton - Service Director, Commissioning, Quality and Performance
Summary of findings:

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
<i>Cabinet paper approval</i>	All	
<i>Continue to deliver a robust universal youth offer to promote engagement with children and young people (including those with protected characteristics)</i>	A, D, S, RoB, SO, C	
<i>Monitor attendance at Children and Young People's Partnership Board to ensure it continues to be representative of the population demographic and include children and young people with protected characteristics.</i>	A, D, S, RoB, SO, C	

***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
Nicola Curley	Executive Director Children and Young People's Services	17/08/2026

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 **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	
Report title and date	Children and Young People's Strategy
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	25 June 2026