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# One Town, One Community


## Rotherham MBC Interim Single Equality Scheme 2008 – 2011



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**Urdu**

اگر آپ کو اس دستاویز کا خلاصہ کسی دوسری زبان اور/یا کسی متبادل صورت میں درکار ہو تو ہم سے رابطہ کریں۔

**Chinese**

如需索取這份摘要的其他語文譯本和/或各種形式版本，請聯絡我們。

**Farsi**

در صورتیکه خلاصه ای از این مطلب را به زبان و یا شکل دیگری می خواهید لطفاً با ما تماس بگیرید

**Arabic**

أتصل بنا إذا تريد خلاصة من هذه الوثيقة بلغة أخرى أو بصيغة بديلة

**French**

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## Contents

Page

### Welcome

<b><u>Introduction</u></b> .....	1
Rotherham - Profile and Context .....	2
Structure of the Council .....	3
Rotherham MBC and Our Approach to Equality .....	3
Rotherham MBC and Our Equality Framework .....	4
Our Priorities .....	4
<b><u>Equality Statement and Policy</u></b> .....	5
<b><u>Successes and good practice in Rotherham</u></b> .....	9
<b><u>Duty to promote equality</u></b> .....	11
General duties .....	11
Specific duties .....	12
<b><u>Our arrangements for meeting the duties</u></b> .....	13
<b><u>Commissioning and Procurement</u></b> .....	19
<b><u>Complaints</u></b> .....	19
<b><u>Making the Scheme Work</u></b> .....	20
Scrutiny of the scheme .....	20
Annual Reporting and Three Year Review .....	20
<b><u>Action Plans</u></b> .....	21
General .....	22
Race .....	24
Disability .....	30
Gender .....	39
Gender identity/Trans .....	42
Age .....	45
Carers .....	48
Religion or Belief .....	50
Sexuality .....	53
<b><u>Appendices</u></b>	
1 Glossary .....	56
2 Council equality structure .....	60
3 Progress on BVPIs for 2007-2008 .....	61
4 Feedback form .....	62
<b><u>Acknowledgements</u></b> .....	63

# Welcome 歡迎 خوش آمدید أهلا وسهلا خوش آمدید Bienvenue

## **We are pleased to introduce Rotherham MBC's first Single Equality Scheme.**

Rotherham is a diverse and rapidly changing community and we hope this scheme will contribute towards ensuring everyone in the borough has an equal opportunity to fulfil their potential and to play a full part in our community.

The scheme builds on our other equality plans and draws them together into one overall document.

This will be developed further over the next few years, to take into account any changes in the law and make sure we can respond to the needs of our changing community.

Although we have made good progress in recent years, prejudice and discrimination still exist. We must actively overcome this and make a real difference to people in Rotherham.

As a council, we are committed to making sure equality is a part of everything we do, as we work to build a strong, safe and cohesive community for everyone.



**Councillor Roger Stone**

**Leader of the Council**



**Mike Cuff**

**Chief Executive**

### Introduction

Welcome to Rotherham Metropolitan Borough Council's first Single Equality Scheme. As well as outlining how the Council will meet its legislative requirements the scheme will also demonstrate the Council's ongoing commitment to meeting the needs of all people in Rotherham, whether as employees or users of our services. We aim to be a champion and community leader in equalities and we will actively encourage our partners to address equality issues.

RMBC provides services to a diverse population that is made up of men and women, children and young people who make many different and valuable contributions to the life of the Borough. This includes people who are disabled; carers; young or older; who have different religions or beliefs; identify as black or from other minority ethnic communities; and/or are lesbian, gay, or bisexual; and/or from the trans community. Our aim is to ensure that all people in Rotherham are able to reach their full potential.

In recent years Rotherham Metropolitan Borough Council has prioritised equality and diversity as one of our core values and ensured that promoting equality of opportunity, tackling unlawful discrimination, and promoting good community relations is at the heart of what we do. This has been recognised nationally through the award of the Equality Mark for reaching level 3 of the Equality Standard for Local Government in 2006. We have since progressed to Level 5 and are working towards achieving the "Excellent" level under the new Equality Framework for Local Government which replaced the former Standard.

Rotherham has been one of the leading local authorities in partnership working and this includes our approach to equality and diversity issues. For example under the auspices of Rotherham Partnership (our Local Strategic Partnership) we have produced Rotherham Women's Strategy and a Black and Minority Ethnic Strategy. In conjunction with the local District Police and the voluntary and community sector we are actively promoting community cohesion, in December 2006 we produced the Joint Disability Equality Scheme with our health sector partners and in 2008 we worked with a range of partners to develop the Rotherham Joint Carers' Strategy.

This Single Equality Scheme sets out our equality vision and how we intend to achieve it over the next three years. In addition to developing new actions and initiatives it draws together our existing statutory equality schemes, plus other strategies and plans that form part of the Council's evolving equality framework. Many of these cover different timescales so we are working towards harmonizing the lifespan of the various schemes, plans and strategies by the end of 2011. In this transitional period the stand alone versions of our current Gender Equality Scheme and Joint Disability Equality Scheme are available on our website at [www.rotherham.gov.uk/graphics/YourCouncil/Equalities+and+Diversity](http://www.rotherham.gov.uk/graphics/YourCouncil/Equalities+and+Diversity) as well as having been broadly assimilated into this single scheme.

Our scheme covers the following eight equality strands:

- race
- disability
- gender
- gender identity/trans
- carers
- age
- sexuality
- religion/belief

For each equality strand pages 1-23 should be read, together with the relevant action plan, and this then constitutes the equality scheme for that strand.

## Rotherham - Profile and Context

Rotherham is a metropolitan borough in South Yorkshire comprising a diverse and vibrant blend of people, cultures and communities. The main urban centre is Rotherham itself, with a number of smaller urban areas and villages such as Swinton and Dinnington, all interspersed with large areas of open countryside.

Around half of the borough is rural in nature, but it is well-connected to all areas of the country by its proximity to the M1 and M18 motorways and inter-city rail network. In 2005, the opening of Robin Hood Doncaster/Sheffield Airport has brought facilities for international travel to the borough's doorstep.

Over 250,000 people currently live in Rotherham borough, but that figure is increasing steadily, as more people are attracted by the quality of life and economic opportunities on offer. Rotherham is changing – and changing fast for the better. Rotherham's traditional steel and coal industries have largely given way to new industries in a rapidly growing economy.

In 2007 Rotherham had a total population of 253,400 people, living in approximately 109,000 households. In terms of the gender split 129,400 people (51%) were female and 124,000 (49%) male. Like the rest of the UK, Rotherham has an ageing population, with the number of people aged over 65 expected to grow by 25% over the next ten years.

Based on figures from the Office of National Statistics in 2006 15,600 people or 6.2% of the population belong to Black and Minority Ethnic groups in Rotherham, compared to 15.8% in England. The largest minority ethnic group in Rotherham is the Pakistani and Kashmiri community, accounting for 2.1% of the total population.

In Rotherham Borough, there are 41,470 people entitled to disability related benefits, or 16.4% of the population (May 2008). This is well above the English average of 11.8% and indicates a high rate of long term sickness and disability in the population.

In Rotherham 30,284 people, 12.2% of the population, provided unpaid care in the 2001 Census, compared to 9.9% for England. Overall 3.0% of Rotherham's population provide 50 hours or more of unpaid care per week, compared to the English average of 2.0%.

There are no specific census details or local statistics that provide an accurate picture of the demographic profile of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Rotherham. Government survey evidence suggests 6% of the UK population are LGBT people, which would equate to 15,200 people in Rotherham or 11,800 adults. The Transgender population is estimated at 0.8% nationally which would be 2,000 people or 1,600 adults in Rotherham. Research by the Council in 2004 involved 64 local LGBT people and Young People's Services work with a number of LGBT young people.

In the 2001 Census 79.4% of Rotherham's population described themselves as Christians, 10.2% as having no religion and 2.6% belonged to minority religions. A local estimate of religion from 2006 suggests that minority religions have increased to 3.4%, with Muslims (2.8%), Hindus (0.2%) and Sikhs (0.2%) all showing increases.

Rotherham was the 68th most deprived district out of 354 in England on the Indices of Multiple Deprivation in December 2007, with major areas of deprivation in the urban areas in Rotherham town with pockets also in Maltby, Dinnington, Rawmarsh and Wath due to

income, employment, health, and education and skills deprivation. Rotherham is less affected by crime or barriers to housing and services. However the gap between Rotherham and the rest of England has narrowed, as it was ranked 48th most deprived local authority in England in 2000. The ongoing challenge for the Council is to narrow this gap further and continue the work required to close the gap between the most deprived communities and Rotherham as a whole.

### **Structure of the Council**

Rotherham has 63 Councillors who represent 21 wards. The elected Leader of the Council, Cllr Roger Stone, chairs the Council's Cabinet. The nine other Cabinet Members each have an individual portfolio of responsibility. Cllr Mahroof Hussain MBE holds the portfolio for Communities and Involvement, which includes equality and diversity issues.

There are five scrutiny panels in Rotherham, with an overarching Performance and Scrutiny Overview Committee (PSOC). Each scrutiny panel 'shadows' a strategic theme of the Council. The Democratic Renewal Scrutiny Panel has responsibility for scrutiny of equalities, diversity, community cohesion, community involvement and the Council's liaison with the voluntary and community sector. This scrutiny panel reports to PSOC.

RMBC is organised into five Directorates, each headed by a Strategic Director who sits on the Corporate Management Team (CMT). These are:

- Chief Executive's
- Children and Young People's Services
- Environment and Development Services
- Financial Services
- Neighbourhoods and Adult Services

The Council also has two main partners with responsibility for the delivery of internal and external services. These are:

- RBT (Connect) Ltd. – which is a 12-year joint venture company created with BT plc in 2003. Services provided by RBT are: customer contact services (Rotherham Connect); revenues and benefits service; human resources and payroll; information and communications technology; and procurement.
- 2010 Rotherham Ltd. – the arms length housing management organisation (ALMO) which was set up to run the whole of RMBC's housing landlord service. The management, maintenance and improvement of the whole of the Council's housing stock were delegated to 2010 Rotherham Ltd. in May 2005.

### **Rotherham MBC and Our Approach to Equality**

Rotherham Metropolitan Borough Council is committed to ensuring that our policies and key strategic frameworks take into account people's different needs in a range of local services, including health, education, transport and economic development.

The Community Strategy has been produced by the Rotherham Partnership and is the overarching partnership strategy for Rotherham. This strategy guides the work of all our major partners within the Borough and is built around key interrelated themes. Five priority themes direct the future work of council services and two broad crosscutting themes underpin everything the Council does. The first of the crosscutting themes "Fairness" means that equality will become embedded in all aspects of our work as a council and

equal opportunities for everyone are evident within the priority themes. Both the Community Strategy and the Corporate Plan share these same crosscutting and priority themes, emphasising the commitment of the Council and its partners to equality in the borough. The priority themes are Achieving, Learning, Alive, Safe and Proud, and the second crosscutting theme is Sustainable Development.

Our vision for Rotherham and our commitments to equality as a community leader, employer and service provider/commissioner are set out in our Equality and Diversity Statement and Policy on page 5.

### **Rotherham MBC Equality Framework**

Our overall structure for equality and diversity work in RMBC is shown in Appendix 2. The Council has demonstrated its commitment to equality by establishing an Equalities and Diversity Unit located in the Chief Executive's Directorate and Equalities and Diversity Officers/Coordinators in Directorates. The Equality Champions Group (ECG) plays a significant role in implementing and driving all equality and diversity work across the Council, and is chaired by the Cabinet Member for Communities and Involvement. ECG is supported by an Equality Steering Group in each Directorate and the Corporate Equality and Diversity Officers Group. All five Directorates plus RBT and 2010 Rotherham Ltd. are represented on the ECG by an Equality Champion at director level who also chairs their Directorate Equality Steering Group and reports back to their senior management team on equality issues.

We will implement robust processes to performance manage our work on equality to achieve the actions set out in this scheme. Clear objectives, timescales and performance measures are included in the action plans so that progress may be monitored. The Equalities and Diversity Unit has responsibility for the Single Equality Scheme and will report back under existing performance management systems to Cabinet, Scrutiny and the Corporate Management Team. Directorates will be expected to provide regular updates to both the Equalities and Diversity Unit and the Equality Champions Group about progress.

The Performance and Overview Scrutiny Committee has overall responsibility for monitoring our work on equality and diversity and will delegate some tasks to the other scrutiny panels as appropriate.

### **Our Priorities**

As stated earlier the Community Strategy guides the work of the Council and all our major partners and this equality scheme contributes towards delivering the overall aims in the strategy. Within each of the themes is a set of major priorities for the borough and our four strategic priorities under the Fairness theme are:

- Ensure services are accessible to all communities and neighbourhoods.
- Respond to meet the needs of Rotherham's diverse and ageing population.
- Ensure all people in Rotherham fully benefit from progress.
- Address the disadvantage that individuals experience because of their gender, race, disability, age, sexual orientation or religion or belief.

RMBC's specific priorities and objectives for each equality group in this scheme are detailed in the action plans.

## Equality and Diversity Statement

### Our Vision for Rotherham

Our priorities are for Rotherham to be a borough that is:

**Rotherham Learning** - where people fulfil their potential in their chosen careers, work, leisure and contributions to local life.

**Rotherham Achieving** - a prosperous place with a vibrant, mixed and diverse economy, across both urban and rural communities.

**Rotherham Alive** - a borough which celebrates its history but thrives in the present, where healthy living is promoted and the media, arts and literature all flourish.

**Rotherham Safe** - where neighbourhoods are clean, green, peaceful and relatively free from crime, drugs and fear of crime.

**Rotherham Proud** - a society underpinned by citizenship and democracy and made up of welcoming, friendly and strong communities.

These priorities are underpinned by two cross-cutting themes of **Sustainable Development** - to make sure that development in Rotherham does not harm the environment or people, both now and for the future - and **Fairness** (see below).

### Our Vision for Fairness

“All individuals in Rotherham will have equality of opportunity and choice. Rotherham will provide open and accessible services. We will treat each other with fairness and respect, our diverse needs and strengths will be understood and valued. Rotherham will actively challenge all forms of prejudice and discrimination and ensure that all the priorities encompass an equalities approach.”

Rotherham Community Strategy

The Council will contribute to achieving the vision for Fairness through our role as community leader; service provider and/or commissioner; and employer.

### As a Community Leader we will:

- Celebrate the diversity of people within the Rotherham area.
- Work to provide an environment for everyone that is free from discrimination, harassment and violence.
- Encourage and support people to be active in community life, volunteering and local decision making.
- Work to build a strong, cohesive community where people from different backgrounds develop positive relationships.
- Encourage other organisations to adopt similar policies on fairness, equality and diversity, including those that provide goods and services on behalf of the Council.
- Work with our partner agencies to reduce inequalities and to improve the social and economic well-being of the Borough through Rotherham's Community Strategy.

### **As a Service Provider and Commissioner we will:**

- Listen and respond to the views of our communities by involving people and consulting widely about needs and priorities.
- Set clear targets for making sure services are accessible, welcoming, caring, affordable and responsive to needs.
- Provide clear and meaningful information about council services in ways that are accessible and meet communities' needs.
- Monitor take-up of services and evaluate customer satisfaction, taking action to remove barriers that limit people's ability to access and benefit from our services.
- Identify positive opportunities to promote equality in service delivery.
- Make our buildings accessible to all.

### **As an Employer we will:**

- Create positive opportunities to employ a workforce that is representative of the Borough's population.
- Operate and monitor fair, open recruitment and selection processes and encourage applications from all groups in the community.
- Ensure all employees have fair access to learning and development opportunities.
- Provide a safe and accessible working environment that values and respects the identity and culture of each individual.
- Improve our equalities practice by assessing equalities and diversity competencies in our performance and development review process.
- Empower our employees through open and clear communication.
- Continually review and monitor our total reward package to seek to ensure equality of pay for our workforce.
- Encourage and support employees to reach their full potential, through our performance and development review process.
- Promote and operate work life balance policies and practices that are flexible and responsive to both employee and customer needs.
- Promote full compliance with the Council's Equal Opportunity in Employment Policy.

### **Who is responsible?**

- **Employees** - through their work and relationships with customers, colleagues and partners.
- **Managers** - through their responsibilities for managing people, performance and partnerships.
- **Chief Executive, Assistant Chief Executives, Strategic Directors and Directors** - through leadership, development and performance management of all Council strategies and policies.
- **Councillors** - through ward roles, decision making and scrutiny.
- **Cabinet Members** - through leadership, strategic decision making and performance management.
- **Partners, contractors and community and voluntary organisations** - through complying with their own equality responsibilities and developing good equality practice.

## Equality and Diversity Policy

### Our Commitments

Our **Equality and Diversity Statement** commits the Council to demonstrate quality and fairness to Rotherham's people, organisations, service users, employees and visitors to our Borough.

We believe that a strong commitment to fairness, equality and diversity is essential to achieving our vision and for building a cohesive community in Rotherham. We endorse the following definition of an equal society:

“An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people’s different needs, situations and goals and removes the barriers that limit what people can do and can be.”

Fairness and Freedom: The Final Report of the Equalities Review” (2007)

### Responsibility and Accountability

It is the responsibility of the Chief Executive, Assistant Chief Executives and each Strategic Director to make sure that equality targets and action plans are in place and working to deliver Rotherham MBC’s Equality Policy and Single Equality Scheme. Every manager and employee has a role to play in implementing the plans.

The Cabinet has collective Member responsibility for overseeing achievement of the RMBC Equality Policy and Single Equality Scheme and accounting for progress. Member Scrutiny Panels have responsibility for scrutiny of its contents, objectives, and performance against those objectives, as appropriate to their role.

The overall implementation of the policy and scheme will be monitored by the Corporate Management Team, supported by the Equality Champions Group, the Equality and Diversity Unit and Strategic Human Resources.

### Monitoring and Evaluating Equality

We are committed to monitoring and measuring our achievements on fairness, equality and diversity.

The new Equality Framework for Local Government will provide a robust performance management framework through which we will deliver the commitments set out in this Equality and Diversity Statement and our Equality Scheme.

We will make sure our Service Plans include equality objectives and action plans that are open to inspection and audit. We will also measure our performance and progress against national and local performance indicators.

### Resources

The Council is committed to integrating equality policy into mainstream service planning and budget allocation.

We also devote resources specifically to developing, promoting and monitoring our Equality Policy and Single Equality Scheme. The Equality and Diversity Unit and Strategic Human Resources provide corporate policy development, scrutiny and a practical support role.

Each Directorate has officers and an Equality Steering Group, chaired by their Equality Champion, with specific duties to co-ordinate the implementation of the policy at a Directorate and service level.

### **Contractors**

We will operate fair contracting, commissioning and procurement policies that monitor compliance with equality requirements and we will encourage and support contractors and partners to develop best practice in equality.

### **Anti-discrimination Legislation**

The Council will comply with all anti-discrimination legislation including:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976 and Amendment Act 2000
- Disability Discrimination Act 1995 and 2005
- Human Rights Act 1998
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Employment Equality (Religion or Belief) and (Sexual Orientation) Regulations 2003
- Employment Equality Regulations 2003
- Carers (Equal Opportunities) Act 2004
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- Employment Equality (Sex Discrimination) Regulations 2005
- Employment Equality (Age) Regulations 2006
- Equality Act 2006
- Work and Families Act (2006)
- Equality Act (Sexual Orientation) Regulations 2007
- All European regulations and directives

The legislation protects:

- Disabled people
- Lesbian, Gay, Bisexual and Transsexual people
- People with family and caring responsibilities
- People on the grounds of their race, ethnic or national origin, colour or nationality
- People with religious or other philosophical beliefs and people without such beliefs
- Women and men
- Young people and Older people

We recognise that some people may experience multiple discrimination and our legal responsibilities towards them under the above Acts overlap. The Council will seek to identify where groups or individuals face particular disadvantage and consider how services and employment practices can best respond. However we also recognise that some groups do not benefit directly from legislative protection and through this policy, we aim to ensure good equality and diversity practice for everyone.

Employment law protects employees from being penalised because they are members of a trade union, or for other reasons relating to being a trade union member. RMBC promotes the right of every employee to belong to a trade union of their choice, including the right to participate in trade union activities and hold office. We will not tolerate less favourable treatment of any employee due to their trade union membership or activities.

## Successes and good practice in Rotherham

Listed below are some positive examples of successful initiatives and current good practice in Rotherham across all equality groups that we aim to build on for the future.

- In a recent Comprehensive Performance Assessment, we performed well in consultation and community involvement (CCI) across the Council, making strong improvements in user focus, acknowledging the development of the CCI Framework as a key driver. The comments by the Audit Commission included:

“The Council is sustaining its strong community connections through extensive programmes of consultation and engagement, including with vulnerable sectors and minority groups in the borough” and “consultation outcomes are carefully tracked and are reflected in the final strategy and action plans.”
- In 2008 we have helped 374 more older people to live at home compared to the previous year.
- The Council is committed to being at the forefront of innovation in employment practices, especially utilising information technology to support culture change. This has been recognised nationally when the Council and RBT were presented with The Guardian Awards 2005 for Innovation and Progress for our home working pilot in the Revenues and Benefits service.
- Rawmarsh Children’s Centre is employing a “Dad’s Engagement Worker” to work in the Rawmarsh and Parkgate area to raise the profile of fathers and to help coordinate services specifically for men, including raising awareness of men’s health issues and assistance in accessing training and routes to employment.
- The Elderly Asian Men’s Social Activity Group offers support and assistance to older men who share a Pakistani and other Asian heritage. In 2004 they produced a book of “Our Life Story” as part of a wider Oral History Project, to highlight the history of the ethnic minority communities in Rotherham to the wider community. A display based on this was mounted in Clifton Park Museum in January 2005. It was also developed into a drama production by young people.
- The 2005/08 Carers Strategy was successful in forging the following achievements for Rotherham carers:
  - establishment of the Carers Information Centre providing carers with a central resource for information, support and advice; and
  - launch of the Carers Emergency Scheme offering practical support and peace of mind if the carer were involved in an accident, crisis or emergency.
- RMBC has supported the LGBT Rotherham community group to provide a helpline that provides an information, signposting and listening service for Lesbian, Gay, Bisexual and Transgender (LGBT) adults.
- Work is continuing to increase access to public rights of way, for example the year round 1km circuit “Access for All” at Harthill reservoir.

## RMBC Equality Policy and Single Equality Scheme

- Rotherham was amongst the first group of councils in the country to receive the Equality Mark following a rigorous external audit of our work on promoting equality and diversity and achieving Level 3 of the Equality Standard for Local Government in 2006.
- We are carrying out a phased programme of website improvements to increase access for speakers of languages other than English and for disabled people – including signposting in other languages, clearer layout, better colour contrasts and Readspeaker. British Sign Language videos are planned for the next phase.
- One example of our successful partnership working has been the multi-agency response to new migration to the borough, including the development of a welcome pack of key information for new arrivals.
- A range of initiatives in RMBC and 2010 to recruit and promote women into non-traditional roles has led to an Association for Public Service Excellence (APSE) Best Employee and Equality award.
- The innovative “Active Always” programme for people over 50 includes activities such as ballroom dancing, yoga, swimming aerobics, pilates and fitness classes. It helped nearly 150 people get fitter, meet new friends and start a healthier lifestyle.
- Rotherham is one of only six councils who were asked by the Department of Children, Schools and Families to participate in a project to provide support for Black and Minority Ethnic families – increasing the take up of childcare, early education and tax credits.
- Two new supported living schemes were developed in 2007-8 providing 11 more places for people with a learning disability to be empowered to live at home.
- The 12 month Chesterhill Intensive Neighbourhood Management Pilot scheme looked at combating crime, ensuring community safety and increasing community involvement. Residents, Rotherham MBC, 2010 Rotherham Ltd, South Yorkshire Police, South Yorkshire Fire and Rescue, and Voluntary Action Rotherham have all been involved and residents now have a greater influence over decisions taken about where they live. Since the pilot started there have been significant reductions in recorded crime and antisocial behaviour across the whole pilot neighbourhood. Referrals to support agencies such as parenting programmes and mediation have also increased markedly.
- Rotherham’s Youth Cabinet is an active voice for young people working on a range of initiatives including anti-bullying work in schools, promoting anti-fascism, and driving the Quids in initiative which funds projects proposed by young people aged 13-19.
- “Women Working Together for Change” the borough’s first women’s equality conference was held to celebrate International Women’s Day in March 2008. It is set to become an annual event bringing together women from different faiths and cultures in a range of activities to promote community cohesion and increase women’s participation in community life and local decision making, particularly in leadership roles.

## Duty to promote equality

### General duties

Recent legislation has created three general duties to promote equality, which each have in common the need to eliminate unlawful discrimination and to promote equal opportunities. At present these duties cover race, disability and gender equality, but they are being replaced by a new single general duty which will be extended to include sexuality, age and religion/belief as well as the existing three areas. It will also be made more explicit that the gender duty covers gender reassignment. The general duties require public bodies to be proactive in embedding equality in all policies, decisions and activities.

- **Race equality duty** (Race Relations Amendment Act 2000) - in everything we do as a Council we have to “have due regard to the need to”:
  - eliminate unlawful racial discrimination
  - promote equality of opportunity
  - promote good race relations between people of different racial groups
- **Disability equality duty** (Disability Discrimination Act 2005) - in everything we do as a Council we have to “have due regard to the need to”:
  - promote equality of opportunity between disabled persons and other persons
  - eliminate discrimination that is unlawful under the Act
  - eliminate harassment of disabled persons that is related to their disabilities
  - promote positive attitudes towards disabled persons
  - encourage participation by disabled persons in public life
  - take steps to take account of disabled persons’ disabilities, even where that involves treating disabled persons more favourably than other persons
- **Gender equality duty** (Equality Act 2006) - in everything we do as a Council we have to “have due regard to the need to”:
  - eliminate unlawful discrimination and harassment
  - promote equality of opportunity between men and women

Having “due regard to the need to ...” means that the weight given to the need to promote equality for a particular function should be in proportion to how relevant that function is to equality. In other words this is about how the function or policy affects people, not about the numbers of people it affects; for example it does not mean that race equality is less important when the ethnic minority population is small.

### Specific duties

There are also a number of specific duties that local authorities are required to meet, which help us work towards meeting the general duties. Our arrangements for complying with the specific duties, which are summarised on the next page, need to be set out in the respective equality schemes.

Schools have their own specific equality duties which will be referred to in their own schemes and action plans and reported on annually.

## RMBC Equality Policy and Single Equality Scheme

### Summary of current specific duties

Duty	Equality strand		
	Race	Disability	Gender
<b>Equality scheme</b>	Publish a Race Equality Scheme (RES) which sets out how we will meet the general duty and details our arrangements for meeting the other specific duties.	Produce and publish a Disability Equality Scheme (DES) and action plan demonstrating how we intend to fulfil the general and specific duties.	Prepare and publish a Gender Equality Scheme (GES) which shows how we will meet the general and specific duties and sets out gender equality objectives.
		Implement the actions set out in the DES action plan over a three year period.	Implement the actions outlined in the GES over a three year period.
Review the scheme at least every three years and report annually on progress.			
<b>Assessing the impact of policies on equality</b> (equality impact assessment - EIA)	Assess the likely impact of proposed policies on the promotion of race equality.	Include in the DES a statement about the methods used for impact assessment.	Assess the impact of current and proposed policies and practice on gender equality.
	Assess functions and policies for relevance to the general duty and publish the list in the scheme.		
<b>Consultation and involvement</b>	Consult on the likely impact of proposed policies on the promotion of race equality.	Involve disabled people in the development of the DES and state how they have been involved in its development.	Consult with employees, trade unions and people who use council services.
<b>Gathering and using information</b> (monitoring)	Monitor policies for any negative or adverse impact on race equality.	Gather and use information on how policies and practices affect disability equality in the workforce and in the delivery of services.	Gather and use information on how policies and practices affect gender equality in the workforce and in the delivery of services.
	Carry out detailed employment monitoring by ethnic group and publish the results each year.	Set out the arrangements for gathering and making use of information, and put these into effect within three years of publishing the DES.	Put into effect the arrangements for gathering and making use of information within three years of publishing the GES.
<b>Training</b>	Provide training for staff in relation to the duties required by the RRAA 2000.		
<b>Publishing information</b>	Publish the results of any assessments, consultation and monitoring.	Publish a report summarising the steps taken under the action plan and the results of gathering information and how it has been used.	
<b>Access to services and information</b>	Make sure there is public access to services and information.		
<b>Equal pay</b>			Consider whether there is a need to include objectives to address the causes of the gender pay gap.

## **Our arrangements for meeting the duties**

This section outlines our arrangements for fulfilling the specific duties and how we are extending them to include all the equality groups.

### **1 Publish an Equality Scheme**

This Single Equality Scheme includes the third version of our Race Equality Scheme and incorporates our present Gender and Disability Equality Schemes. The equality objectives in each scheme and three-year action plans for all three strands show how we will promote equality and fulfil the legal duties.

We have included equality objectives and action plans for sexuality and religion/belief in this integrated Single Equality Scheme and linked in the Older People's Strategy, Children and Young People's Plan and Rotherham Joint Carers' Strategy.

### **2 Assessing the impact of policies on equality**

The Council carries out equality impact assessments (EIA) on all functions and policies in order to meet legislative requirements and as part of our work on the Equality Framework for Local Government. This includes existing policies, new policies or those which are being changed. To help managers carry out this task an EIA toolkit has been specially devised by the Equalities and Diversity Unit. The first two phases of the process were carried out in 2004 by listing all our functions and policies first and then screening them for relevance to equality before developing an EIA schedule that is updated every three years. The schedule for 2008-2011 is published as an appendix to this scheme on the Council's website.

We see EIA as a way of mainstreaming equality in everything we do wherever relevant. They allow us to make the most of opportunities to tackle discrimination, promote equality and positive community relations. Our EIA process also helps us to remove any injustice and disadvantage in the way we carry out our work (institutional discrimination), consider equality issues from the start and use the knowledge and strengths of our partners to help make decisions.

The results of the EIA are used to set equality objectives that become part of business plans, leading to improvements to services and employment practices. As well as using the information to improve services and employment practices, impact assessments are also published on the Council's website for information for the public and for audit purposes.

Our EIA toolkit has always encouraged services to look wider than race, gender and disability equality and has been revised in 2008 to strengthen the requirement to consider all equality groups and also to extend the scope of equality assessments.

### **3 Consultation and Involvement**

The Consultation and Community Involvement (CCI) Framework sets out the Council's vision, aims and objectives for consultation and community involvement. It also sets out a range of actions to ensure that CCI underpins and is built into Council policy and service delivery.

## RMBC Equality Policy and Single Equality Scheme

A new web-based “Community Engagement” database is being piloted that will be a useful resource for the Council, partners and people in Rotherham. It will allow people to see what consultation and involvement activities have taken place recently or are being planned. More importantly it will also inform people what the outcomes of CCI have been and how this has shaped policies and decision making.

We are exploring innovative new ways of engaging with local people including more web-based and electronic CCI activities, particularly with groups and communities who have had less involvement in the past.

Specific details of consultation and community involvement activity for our race, gender and disability equality schemes are set out below. Wide ranging consultation took place with carers during the development of the multi-agency Rotherham Joint Carers’ Strategy in 2008 and we have a number of networks, groups and partnership arrangements to involve other people. These include Rotherham Older people’s Forum; Youth Cabinet and other young people’s groups; Rotherham Inter-Faith Forum; Mosque Liaison Group; Lesbian, Gay, Bisexual and Transgender (LGBT) inter-agency group and LGBT Rotherham Ltd.

### **Gender**

Consultation has been carried out extensively with women as part of the development of Rotherham Women’s Strategy and this has also informed the development of the Gender Equality Scheme. A range of involvement methods including workshops, drop-in sessions and simple surveys (both paper and web-based) were employed. Consultation took place with women from specific communities of interest – lesbian, gay, bisexual and transsexual women; disabled women; and Black and Minority Ethnic women – and across the borough in various locations. Consultees ranged in age from 8 to 84.

However, it is recognised that further consultation will be required with men through both qualitative consultation activities such as focus groups, and through liaising directly with men’s groups within the Borough. Plans are also in place to work with our partners to engage with the transsexual community across South Yorkshire.

### **Race**

We use a range of methods to consult and involve local people from different ethnic communities on our proposed policies, including meetings, focus groups and Rotherham ReachOut (citizens’ panel), as well as involving our Black and Minority Ethnic Workers Network. REMA (Rotherham Ethnic Minority Alliance) coordinated in depth consultation, using various methods, during the development of the BME Strategy, which has informed our third Race Equality Scheme.

### **Disability**

The involvement of disabled people was paramount to the development of the Joint Disability Equality Scheme. It was agreed to hold a series of involvement events across the borough and to create a base of disabled people who might start off by being consulted, but would move during the life of the scheme to more active involvement and support.

The partners planned this work together with disabled people. It was agreed that we ran a series of events, at varied times and in a variety of places across the borough. Other options for people that could not make any of these events were explored and we made

sure that all the issues that individuals raised were fed into the information that we gathered.

The events gave people the opportunity to raise their issues and concerns about different services and organisations and identified the five main priorities for action which formed the basis of the action plan. When this was still in draft form, we invited disabled people to a further session to check out what we had written and to tell us which of these actions were most important to them.

As we were holding the meetings we realised that not many younger people had attended the events, and few people from Black and Minority Ethnic communities, so we organised some targeted initiatives to involve them. However the work we have done to date is very much the start of a process and we need to look at ways of involving different groups of people in different ways in the future.

#### **4 Gathering and Using Information**

##### **Research**

The Council and its partners continue to make effective use of a range of methods for research and intelligence and when appropriate include specific questions for people to comment directly on any issues that might affect the way we provide our services. These methods include:

- Place survey - a new survey from 2008 that asks local people about their perceptions of the area where they live
- Reach Out - Rotherham Citizens' Panel
- Employee Opinion Survey
- Reach-In Panel (employee focus groups)
- Service specific surveys such as the Housing Needs survey

##### **Monitoring**

In April 2005 the Council introduced a corporate monitoring policy, which was reviewed and updated in 2008. The policy aims to introduce a basic and consistent monitoring standard across the Council, ensuring a common approach to equalities monitoring. It covers the reasons for monitoring, taking into account equality legislation and the Data Protection Act 1998.

All services are expected to monitor and collect equality data - by age, disability, ethnicity and gender as a minimum – for complaints, service take up, and user satisfaction. Where appropriate, monitoring will also be extended to include sexuality and/or gender identity and/or religion/belief.

These various sources of information enable us to monitor the impact of our policies on equality and inform our equality impact assessments. Management information is produced for employment and service delivery purposes to compare performance data over time, inform plans and strategies and to set equality targets and objectives.

##### **Employment**

The Council has a workforce of 13,568 employees, including schools (at 31 March 2008). 3% of the workforce is Black and Minority Ethnic employees and 3.4% are disabled employees. Women managers represent 44.3% of the top 5% of earners and Black and

## RMBC Equality Policy and Single Equality Scheme

Minority Ethnic managers 2% of the top 5% of earners (both excluding school employees). The collation and analysis of equality-related information plays an important part in ensuring we are working towards having a diverse workforce that reflects our community across all departments, grades and occupations. Data is collected for existing employees, new starters and job applicants as a matter of course so that we can continue to monitor progress on achieving greater workforce diversity using a range of measures/targets. Our employment monitoring data is reported to the Corporate Management Team twice per year and annual reports are published on the website each June covering:

- the workforce profile
- applicants for jobs, training and promotion
- people who have received training
- people subject to disciplinary measures
- people who have taken out a grievance
- reasons for leaving employment with RMBC

For each of the areas above data is collected, analysed and reported by age, disability, ethnicity and gender, with further monitoring to be introduced in 2009. Employee perceptions are also measured through the biennial Employee Opinion Survey which includes several questions on performance and development.

Strategic Human Resources (HR) introduced a Workforce Planning Matrix template which is used as part of the annual service planning process. The matrix includes provision to consider any under-representation and develop actions to redress this.

### **5 Training**

HR have developed an overall Equality Training Strategy which incorporates training on the Race Relations (Amendment) Act and other equality legislation. Specific training packages have been developed, both in-house and working in partnership with experienced external consultants. Equality training is included in induction, and in addition to generic equality training for all employees there are specific packages for front line staff and for managers. Classroom sessions, drama-based training and e-learning are used and people participate in learning and development opportunities that are appropriate to their role in the organisation.

There is a comprehensive Member Development Programme that includes workshops on equalities and diversity and community cohesion.

We also want to make sure that managers use the equality and diversity competency, which has been introduced to Performance Development Reviews for all employees, to help identify any development needs and to make certain that people are clear about their own role and responsibility in promoting equality.

The key aim of our training is to equip Members, managers and employees with the knowledge and skills to effect positive changes in Rotherham, promoting equality, understanding the changing needs of our communities and helping to deliver the actions and initiatives set out in this scheme.

## **6 Publishing Information**

This is part of the important process of increasing openness in local government and keeping people informed about what is happening in Rotherham. We produce an annual review of consultation report which is available on the Council website and details of planned consultation and community involvement activities are also published. Each Directorate publishes the main findings from their equality impact assessments and equality monitoring.

Annual updates on the progress of our equality action plans are also published.

## **7 Access to Services and Information**

We are aware that service users and potential users may experience communication and/or physical barriers in accessing information and services. With this in mind we constantly strive to improve our communication channels and range of customer contact methods. We have made our website more accessible; are encouraging the use of plain language; promote English classes for speakers of other languages; provide translation and interpreting services; produce documents in other formats on request and include a strapline in five community languages on published documents. Further improvements will follow from the implementation of the revised Customer Access Strategy, development of a Customer Relationship Management System and other innovative use of ICT. Our equality impact assessments, management information reports and community engagement activities also assist in identifying people's needs and any barriers to access.

## **8 Employment and the Gender Pay Gap**

Identifying the causes of and aiming to close the gender pay gap plays a significant part in our Gender Equality Scheme. The former Equal Opportunity Commission states that the main factors that contribute to this gap are:

- discrimination including pay discrimination (often inadvertent but still illegal);
- women's disproportional share of caring responsibilities, which can result in restricted career continuity and progression and women being over represented in part time posts;
- the concentration of women in particular occupations characterised by lower levels of pay.

### **Equal Pay**

Strategic Human Resources are addressing any inequalities in pay and status by progressing the equal pay agenda through job evaluation and the production of a revised pay and grading structure. Rotherham was one of the first councils in the region to implement single status arrangements for former manual grade employees with effect from 1st April 2006. This has enabled a harmonisation of previous diverse pay practices and introduced more simplified rules applied across the board so that an equal, fair and transparent pay structure is achieved. This work has continued with phase 2 (above former APT&C Scale 3) implemented from 1st April 2008. Senior staff proposals are currently being drafted with an intended post-April 2009 implementation.

We have also developed low level guidance for pay progression through increments. More detailed guidance will be rolled out through the annual Performance Development Review process. Additionally work is being carried out to develop job families and job-

## RMBC Equality Policy and Single Equality Scheme

specific competencies to support the harmonised pay agenda and in readiness for our new electronic Recruitment Management System.

The work is supported by undertaking Equality Impact Assessments at key stages of the process and taking into account the equal pay audit outcomes for Level 4 of the Equality Standard.

In addition to the work on job evaluation and the pay and grading structure various initiatives have been put in place by HR to address the gender pay gap including:

- producing a policy and procedure for carers of adults to request flexible working
- promoting a range of flexible working options to improve recruitment and retention of potentially disadvantaged groups
- mandatory recruitment and selection training that encourages Directorates to consider areas of under representation at the job description/person specification and advertising stages of the process, and where appropriate to take positive action in line with legislation
- ensuring job adverts are placed where both men and women candidates have an equal chance of seeing them, and reference included in the wording explaining where we are under-represented
- training aimed at developing management potential and supporting promotion opportunities has been offered to women employees as part of the High Achieving Women Project and via the Stepping Up to Management course
- provision of training to groups of women to develop skills and competencies aimed at supporting their progression within the organisation is offered through events such as International Women's Day (every March)

Further work is planned as part of the "Our Future" organisational development strategy where there is a particular work stream looking specifically at innovation, ICT and work style.

## Commissioning and Procurement

The Council already requires that all our contracts meet the requirements of equality legislation. However we recognise the potential to promote equality by using the commissioning process.

We encourage and support our contractors and potential contractors to develop good equality practice, and this is achieved through the contracting process, contractor meetings, and through information such as our procurement web pages, supplier guide and at "Meet the Buyer" events.

All our contractors are required to comply with equality legislation, and this is included as a standard clause in contracts. Where equality is a core requirement within a contract, for example when contractors are providing front-line services on the Council's behalf, additional requirements to promote equality are built into contract specifications and contracts. In these cases, our tendering process tests that potential suppliers have the policies and expertise to deliver our equality requirements.

In the future there will be more onus on public authorities to tackle discrimination and promote equality through their procurement functions. The Council will continue to improve our contract monitoring procedures to ensure that contractors are delivering our equality requirements. We also intend to build on our good relationships with contractors to encourage them to take further actions on a voluntary basis that will help them to avoid unlawful discrimination and promote equality of opportunity and good community relations.

## Complaints

All complaints about Rotherham Metropolitan Borough Council should be directed to the department or service concerned or they can be reported online on the Council's website, by telephoning 01709 382121 or in person at reception in Council buildings.

Specific complaints about sexism, racism, homophobia and transphobia or other forms of hate crime; discrimination or harassment can be reported via the Safe in South Yorkshire website: [www.safeinsouthyorks.co.uk](http://www.safeinsouthyorks.co.uk) or by ringing the **Stop Hate Crime 24 hour help line 0800 138 1625**.

The Community Safety Unit are leading a multi-agency group to extend the scope of the Council's racist incident policy to include other forms of hate crime and hate incident.

Employees can use the Council's Dignity at Work policy or formal employment processes such as the grievance procedure for incidents involving another employee.

The use of all these systems will include equality monitoring, ensuring that we are able to learn from our mistakes.

## **Making the Scheme Work**

### **Scrutiny of the Single Equality Scheme**

The scheme will be subject to scrutiny and comment through reports to Corporate Management Team, Cabinet, Democratic Renewal Scrutiny, Performance & Overview Scrutiny, Cabinet Member for Communities and Involvement Delegated Powers, Full Council, Joint Trades Union Consultative Committee, Equality Champions Group and Directorate Equality Steering Groups.

External public and partner scrutiny and comment will be secured through consultation, publication on the Council's website, and circulation to partners, both statutory and voluntary and community.

### **Annual Reporting and Three Year Review**

The Equalities and Diversity Unit will publish an annual equality report on the Council's website showing progress across all areas of equality work, especially in relation to this Single Equality Scheme and the associated action plans.

We will review our scheme and the action plans each year with our stakeholders and produce a detailed review after three years in 2011. The review will include an evaluation of how we have met the general equality duties and our specific duties under the legislation.

# Action Plans

The Equality Action Plans include both corporate- and directorate-level actions to promote equality in service provision and in employment, and to foster a stronger and cohesive community.

Specific plans for each equality group follow after a general plan which has a number of cross-cutting actions that cover most or all equality groups. But it is also important to remember that people may experience multiple discrimination.

Directorates will develop their equality objectives, which are clearly focussed on outcomes, based on detailed information. Likely objectives will be around the following:

- Employment
- Policy Development
- Service Design and Delivery
- Decision Making and Community Engagement.

Detailed service plans for directorates are published on the Council's website at [www.rotherham.gov.uk](http://www.rotherham.gov.uk)

In order to achieve our aims and integrate equality we will:

- involve and consult our employees, partners and local people
- set targets and regularly monitor our performance to make sure we achieve them
- use performance indicators to measure our own performance and benchmark with other organisations
- include equality objectives that focus on outcomes in our service and business plans
- increase people's awareness and knowledge of equality issues through training and development activities
- improve our monitoring and management information systems
- assess equality competencies in our performance and development reviews for managers and employees to ensure that people are embedding equality in their work
- promote equality through procurement and commissioning

## General Equality Action Plan

No	Corporate actions from 2008 onwards	Equality strand							
		Race	Disability	Gender	Gender Identity/ Trans	Sexuality	Age	Religion and belief	Carers
1	Build on our existing arrangements for consultation and involvement in order to increase the participation, voice and influence of all communities.	✓	✓	✓	✓	✓	✓	✓	✓
2	Include questions and analysis in relation to equality groups in all corporate mechanisms for consultation, to identify priorities and measure progress.	✓	✓	✓			✓		
3	Continue to carry out equality monitoring in employment and use management information to inform equality objectives/targets.	✓	✓	✓		✓	✓	✓	✓
4	Through learning and development activities develop a greater understanding within the organisation of equality issues, resulting in service improvements.	✓	✓	✓	✓	✓	✓	✓	✓
5	Implement the Community Cohesion Strategy through a range of projects and initiatives to foster a stronger and more cohesive community.	✓	✓	✓	✓	✓	✓	✓	✓
6	Develop a programme of new and refreshed community of interest profiles to maintain an overview of Rotherham's communities, to inform service planning and delivery.	✓	✓	✓	✓	✓	✓	✓	✓
7	Be proactive in taking forward preventive work on hate crime and hate incidents in order to make Rotherham a safer and more inclusive borough.	✓	✓	✓	✓	✓	✓	✓	
8	Continue to use our procurement and commissioning functions to promote equality.	✓	✓	✓		✓	✓	✓	
9	Operate fair recruitment and selection processes that promote equal access to employment in RMBC for all communities.	✓	✓	✓	✓	✓	✓	✓	✓
10	Strengthen our approach to safeguarding adults - to contribute to reducing cases of abuse and to increase perceptions of our services in delivering personal dignity and respect.	✓	✓	✓	✓	✓	✓	✓	✓

RMBC Equality Policy and Single Equality Scheme

No.	Directorate actions from 2008 onwards	Equality strand							
		Race	Disability	Gender	Gender Identity/ Trans	Sexuality	Age	Religion and belief	Carers
1	Continue to carry out and publish equality impact assessments (EIAs) and use the findings to inform service delivery, employment practices and policy decisions.	✓	✓	✓	✓	✓	✓	✓	✓
2	Strengthen effective consultation and involvement with all communities in Rotherham to inform: - service planning/improvements - town centre regeneration - local decision making.	✓	✓	✓	✓	✓	✓	✓	✓
3	Further develop equality monitoring in services, including take up, complaints and customer satisfaction, publish the results annually and use management information to inform equality objectives and targets.	✓	✓	✓			✓		✓
4	Record and respond appropriately to all reported hate incidents in order to make Rotherham a safer and more inclusive borough.	✓	✓	✓	✓	✓	✓	✓	
5	Use effective and targeted marketing and communication activities to increase service take up by all communities.	✓	✓	✓	✓	✓	✓	✓	✓
6	Develop equality objectives for services that will focus on outcomes and be informed by analysis of: - information from the other general actions - research findings - community profiles and community mapping - performance against national and local indicators  (more details in each individual action plan)	✓	✓	✓	✓	✓	✓	✓	✓

Key  where relevant and appropriate  not applicable

## Race Equality Action Plan

Rotherham Borough Council is committed to taking action against unlawful discrimination that people experience because of their race, ethnicity, colour, culture, nationality, asylum seeker or refugee status or because they are migrant workers or from Gypsy and Traveller communities. We are also committed to promoting equality and good relations between people of different racial groups, so that we build a stronger and more cohesive community.

Our aim is to make sure that all people have the same rights of access to services and employment and benefit from them equally. We recognise that Rotherham's people are from diverse ethnic backgrounds and we need to maintain an accurate picture of the different communities so we can plan services to meet people's needs as our community changes. It is important that we remove barriers that prevent or limit people from accessing health services and social care; or from participating in employment; enterprise; learning opportunities; social and leisure activities; or community and public life.

We recognise that Black and Minority Ethnic (BME) people are particularly subject to the divisive and harmful effects of race discrimination. Such discrimination may arise because of negative stereotypes and attitudes that lead to unfair treatment and disadvantage. Racial harassment and hate crime also damages people emotionally and physically, limiting life choices and opportunities. The Council will work with our partners to take all necessary measures to prevent, tackle and monitor racial harassment and discrimination.

### Links with other plans and projects

Rotherham Partnership, our local strategic partnership, commissioned REMA (Rotherham Ethnic Minority Alliance) to develop a strategic plan to articulate the aspirations, needs and concerns of Rotherham's Black and Minority Ethnic communities. The plan was informed by local and national research and by a series of in-depth consultation events involving women, men and young people from diverse ethnic communities. A number of clear priority issues emerged, which the plan addresses:

- Regeneration of Rotherham town centre to meet the needs of all communities
- Support and advice for new and existing BME businesses and enterprises
- Accessible training and learning opportunities at all levels for men and women
- Raising the levels of attainment of young people and the levels of core essential skills in disadvantaged communities
- Improving health and fitness through better awareness of and access to health and social care services
- Increasing awareness and removing barriers to participation in sports and leisure activities, including by children and young people
- Greater opportunities for BME communities to participate in local democracy and decision making
- Social events to celebrate diverse cultures and enhance community cohesion
- Sustaining a strong and influential BME voluntary and community sector
- Concerns about personal safety, harassment and anti-social behaviour
- Addressing underemployment and unemployment by improving employment opportunities and pathways
- Promoting successes and positive role models to inspire other local people

This race equality action plan for RMBC forms part of our third Race Equality Scheme, and promotes equality for people from all communities in the borough. It includes the actions the Council will take to help meet the objectives of the BME Strategy. Other plans and projects already in place that are addressing disadvantage and promoting race equality are listed below.

## RMBC Equality Policy and Single Equality Scheme

Some are broad, encompassing all communities, but recognising where targeted action for particular groups is needed, and others focus directly on promoting equality for Black and Minority Ethnic communities.

- Community Strategy
- Customer Access Strategy
- Consultation and Community Involvement Framework
- Rotherham Women's Strategy
- Community Cohesion Strategy - inter-faith, inter-cultural and inter-generational work streams
- Public Health Strategy – delivering the BME Health Needs Action Plan
- Working Neighbourhoods Plan
- Rotherham Compact - BME Code of Good Practice
- Rotherham New Lives - Integration Strategy for Asylum Seekers and Refugees
- Hate Crime Policy
- Gypsy and Traveller Strategy (under development)
- Managing New Migration to Rotherham - work programme

Environment and Development Services (EDS) objectives:

- Implement the Working Neighbourhoods Plan (2008 - 2011) to improve employment opportunities and rates, economic inactivity, enterprise levels and activity for BME communities.
- Incorporate the needs of BME communities, identified through consultation on the Public Realm Strategy, into the design of specific public realm improvement schemes.
- Implement a range of initiatives to increase participation by all communities in Rotherham town centre activities. (Regeneration and Planning service plan 2009 - 2012)

Neighbourhoods and Adult Services (NAS) objectives:

- Develop new ways of engaging BME communities and users in the planning and provision of health and social care services (BME Health Needs Action Plan)
- Implement Rotherham's Fair Access design protocol to contribute towards influencing culturally sensitive design (Housing Strategy 2008 - 2012)
- Increase participation, involvement and satisfaction with opportunities to be involved in decision making through Area Assemblies (NAS service plan 2008 - 2011)

CYPS to follow

### Strategic aims

Our race equality strategic aims are to:

- Build a strong and cohesive community where people from different backgrounds develop positive relationships.
- Ensure services are accessible and culturally appropriate for all our community.
- Be recognised as an employer of choice for people from all communities.
- Value and celebrate the rich cultural diversity within Rotherham.

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Work with BME communities and businesses and the Chamber of Commerce to publicise support from the Council in relation to business opportunities/ start ups.	Increased satisfaction of Black and Minority Ethnic businesses with regard to support from RMBC.  Number of new Black and Minority Ethnic business start-ups.  Number of grants under Business Vitality Scheme.  Lead – RiDO, Environment and Development Services				
2	Work proactively with BME businesses and enterprises to encourage tenders for council contracts.	Number of Black and Minority Ethnic enterprises bidding for and obtaining Council contracts.  Lead – Financial Services and Procurement managers				
3	Support and encourage access to learning and development and career progression opportunities for Black and Minority Ethnic employees, including through positive action.			Participation in the sub-regional BME managers project.  Lead – Strategic HR		
		Number of Black and Minority Ethnic employees in senior posts.  Retention rates of Black and Minority Ethnic employees.  Equality monitoring of participation in learning events and career progression.  Lead – All Directorates with support from HR				
4	Implement the BME Workers Network action plan to develop			As detailed in the strategy and action plan		

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
	the network and contribute towards improving services and promoting good practice in employment.			Lead – All Directorates		
5	Support the development and sustainability of the Black and Minority Ethnic voluntary and community sector, including the development of capacity to: - deliver services - influence decision making.	Number of Service Level Agreements with Black and Minority Ethnic voluntary and community sector organisations.  Lead – CXD/Procurement managers  Representation of Black and Minority Ethnic voluntary and community sector organisations on Boards and committees.  Lead – CXD/LSP				
6	Promote successes and positive role models, men and women, from Black and Minority Ethnic communities to challenge stereotypes and inspire others.		Regular features and images in publications such as Unite, Rotherham News and in service-specific and schools information.  Involvement of Community reference group for Rotherham News.  Lead – Communication and Marketing Officers			
7	Increase community confidence that anti-social behaviour and racist hate crime will be dealt with effectively and appropriately.		Update RMBC racist incident policy to include all hate incidents.  Publicity campaign for Stop Hate Crime 24 hour reporting help line.  Lead – Community Safety Unit, NAS  Regular features in Rotherham News  Lead – Communication and Marketing Officers			

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
8	<p>Continue to review and develop sport, leisure and cultural activity provision to:</p> <ul style="list-style-type: none"> <li>- increase participation by all communities</li> <li>- promote community cohesion</li> <li>- improve health and wellbeing.</li> </ul>		<p>Measured by monitoring service take up and customer satisfaction.</p> <p>Lead – CXD and Culture and Leisure Services, EDS</p>		<p>—————→</p>	<p>—————→</p>
9	<p>Coordinate an annual programme of events that celebrates Rotherham’s diversity and recognises the contributions of all Rotherham’s communities.</p> <p>(8 and 9 link to actions in religion/belief plan)</p>		<p>Annual Diversity Festival.</p> <p>Range of celebratory events held each year and in-depth features on national events like Black History Month in Rotherham News.</p> <p>Leads – CXD and Culture and Leisure Services, EDS</p>		<p>—————→</p>	<p>—————→</p>
10	<p>Widen access to learning through removing barriers and providing learning opportunities that meet the needs of all Black and Minority Ethnic communities.</p>		<p>Implement the Community Learning Plan.</p> <p>Measured through profile, satisfaction and retention rates of learners.</p> <p>Lead - CYPS</p>		<p>—————→</p>	<p>—————→</p>
1	<p>Directorate actions</p>		<p>Develop race equality objectives relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> <li>• Consultation which should ask men and women specifically about issues related to their ethnicity or ethnic background and how this might affect the way services are provided.</li> <li>• Findings of Equality Impact Assessments.</li> <li>• Comments, suggestions and complaints.</li> </ul>			

RMBC Equality Policy and Single Equality Scheme

		<b>Measures of success, timescales and lead officers</b>				
<b>No.</b>	<b>Corporate actions</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
			<ul style="list-style-type: none"> <li>• Monitoring information, including the ethnicity or ethnic background of service users and which services they are or are not using.</li> <li>• Staffing information, including the ethnicity or ethnic background of staff across all grades and take up of flexible working.</li> <li>• Monitoring the use of Dignity at Work and Grievance policies.</li> </ul>			

## Disability Action Plan

Rotherham Borough Council, NHS Rotherham and Rotherham NHS Foundation Trust oppose discrimination on the basis of disability and adopt the Social Model of Disability (see glossary). We are committed to promoting equality and to removing barriers wherever they occur and in particular in relation to education, employment, housing, leisure, training and access to services, information and buildings. The three partner organisations will take opportunities to promote positive statements about disability through our actions and the images we use. We acknowledge that in the past there have been areas of poor practice which we aim to improve through the delivery of this action plan.

Local consultation and other sources reveal that many disabled people find public transport inaccessible. Transport barriers mean that many people cannot access services, leisure facilities, education or employment. All partners recognise the importance of good local transport in enabling disabled people access to services and facilities.

Employment levels continue to be low among disabled people. We know there are many disabled people seeking to enter the labour market, with a variety of useful skills. All the partners are committed to being Positive about Disabled People and each partner has the two tick symbol for employment. We also acknowledge that there are a number of barriers to employment, and will seek to address these wherever possible. It is also vital that we support existing staff where people become disabled, or experience changes in their needs; thus ensuring we retain experienced and valuable staff.

### Our commitments

Rotherham Borough Council is committed to making all its public buildings accessible to disabled people so they can use the services independently and not experience any unlawful discrimination.

NHS Rotherham aims to provide excellent services that meet the needs of all customers, ensuring equal access to health services for all people in Rotherham

Rotherham NHS Foundation Trust is committed to the promotion of equality and challenging all forms of discrimination in employment and access to its services for disabled people.

The partners are fully committed to:

- Consulting and engaging with disabled people and their advocates.
- Supporting them in involvement opportunities.
- Ensuring disabled people are engaged in making decisions on how services and employment practices are provided and developed.
- Providing information in formats and languages people want and can understand within the resources available.
- Making sure that information is available in a variety of places and ways, so that people have the opportunity to access information on all our services when they need it.
- Ensuring that all people with disabilities live as independently as they can in their own homes.

### Our disability equality strategic aims

The five key priorities identified by disabled people were involvement; employment; access to buildings, services and information; equipment and adaptations; and transport and these formed the basis of the action plan.

## RMBC Equality Policy and Single Equality Scheme

- Strategic aim 1 **to promote equality for disabled people**  
 Strategic aim 2 **to involve and work in partnership with disabled people**  
 Strategic aim 3 **to improve access to buildings, services and information**  
 Strategic aim 4 **to take positive steps in supporting disabled people into and in employment**  
 Strategic aim 5 **to promote inclusive transport within our service areas**  
 Strategic aim 6 **to promote independent living for disabled people in Rotherham**

Below is an abridged version of the strategic action plan that is being implemented by all three partners. Most actions also involve our two health partners, but for brevity only RMBC leads are detailed here. The full plan and the detailed implementation plan for RMBC's actions are available on the website at the following link:

<http://www.rotherham.gov.uk/graphics/YourCouncil/Equalities+and+Diversity/Rotherham+Joint+Disability+Equality+Scheme.htm>

		<b>Measures of success, timescales and lead officers</b>			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
<b>Strategic Aim 1 To promote equality for disabled people</b>					
1.1	<b>Promote the duties in the Disability Discrimination Act (DDA) and this scheme to promote disability equality for all disabled people in Rotherham.</b>	→		Action Plans under the 6 areas of the DDA 2005 monitored and reviewed to show visible outcomes that address inequality and promote disability equality.  RMBC Lead - Access Officer (NHSR and RFHT *)	New actions and measures to be developed when the scheme is reviewed in 2009.
1.2	<b>Equality Impact Assessments (EIA) of all new, revised and existing functions and policies for their impact on Rotherham's disabled people will be undertaken.</b>	Number of EIA undertaken.  Service take-up monitoring and customer satisfaction indicators.  RMBC Lead - Access Officer (NHSR and RFHT)	→		

\* NHSR is NHS Rotherham, formerly known as Rotherham Primary Care Trust or PCT  
 RFHT is Rotherham Foundation Hospital Trust

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
1.3	<b>Encourage customer feedback and complaints to improve access to and uptake of services.</b>	Monitor customer/service user feedback, complaints and changes made.  Lead - All services in all partners	→	→	New actions and measures to be developed when the scheme is reviewed in 2009.
1.4	<b>Seek to create an atmosphere in Rotherham where the contribution of disabled people is valued and celebrated.</b>	Positive images of disabled people are promoted by the partners in literature and local media.  Lead - All services in all partners	→	→	
1.5	<b>Disability Equality Scheme awareness training will be carried out for managers, for all other staff, training will be included in equalities training.</b>	Increased awareness and understanding in all staff.  Lead - All services in all partners at every level. Managers responsible for Personal Development Reviews	→	→	
1.6	<b>Increase confidence of disabled people that incidents related to discrimination and harassment of disabled people are reported and dealt with effectively.</b>	Disability related incidents are reported and dealt with accurately and effectively.  Lead - All partners	→	→	
		Procedure developed to cover disability related hate crime.  Lead - All partners			
<b>Strategic Aim 2 To involve and work in partnership with disabled people</b>					
2.1	<b>Promote an enabling culture with service users.</b> (clear information about services; promoting successes; raising awareness of needs; steps to remove barriers; feedback on how people's views have influenced decisions)	A better working relationship between Service Users and the partner organisations. A high level of respect from each party therefore increasing the levels of services and usage of services.  RMBC Lead - All Services (NHSR and RFHT)	→	→	New actions and measures to be developed when the scheme is reviewed in 2009.

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
2.2	<p><b>Establish and support a robust and sustainable new organisation that will be led by disabled people to:</b></p> <ul style="list-style-type: none"> <li>- act as a consultative group</li> <li>- campaign for the needs of disabled people</li> <li>- support work on the DES by reviewing progress</li> <li>- develop links with partner organisations</li> </ul>	<p>Establishment of the group with explicit terms of reference.</p> <p>RMBC Lead - Access Officer, Disability coordinator and Equalities and Diversity Team</p> <p>(with support from NHSR – PPI team)</p>			
2.3	<p><b>Work with disabled people and independent organisations to plan involvement activities.</b></p>	<p>Evidence of active involvement by disabled people leading to positive changes.</p> <p>RMBC Lead - All Services (NHSR)</p>	→		<p>New actions and measures to be developed when the scheme is reviewed in 2009.</p>
2.4	<p><b>Improve the involvement and influence of young disabled people in the partner's services.</b></p>	<p>Strong and robust group of young people that meets on a regular basis and are involved in decisions and activities across Rotherham.</p> <p>RMBC Lead - Disability Coordinator and Access Officer (with support from NHSR – PPI team)</p>	→		
2.5	<p><b>Undertake meaningful consultation with disabled people when setting up new services or making significant changes to existing services.</b></p>	<p>Evidence of involvement with disabled people. Details reported in each partner's annual review.</p> <p>Lead - Executive Directors and managers where appropriate in all partners' service areas</p>	→		

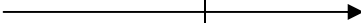
RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
<b>Strategic Aim 3 To improve access to buildings, services and information</b>					
3.1	<b>Involve disabled people and their advocates at the planning/building stages for new public buildings within the partner organisations.</b>	Improved access to all new and existing public buildings to accommodate all disabilities.  RMBC Lead - Planning Department and Access Officer (NHSR and RFHT)	→	→	New actions and measures to be developed when the scheme is reviewed in 2009
3.2	<b>For existing buildings we will involve disabled people in carrying out access audits.</b>	Number of audits undertaken.  RMBC Lead - Planning Department and Access Officer (NHSR and RFHT)	→	→	
3.3	<b>Ensure disabled people's comments are used to develop, amend or add to an accessible Design Code for buildings and estates.</b>	Accessible Design codes will be written and published and used by all partners.  RMBC Lead - Access Officer who will link with partners	→	→	
3.4	<b>Consider the needs of disabled people in developing evacuation plans.</b>	Evacuation plans will meet the needs of all disabled people as proven in emergency exercise training.  RMBC Lead - All services (NHSR and RFHT)	→	→	
3.5	<b>Aim to provide information for disabled people, which meets their needs.</b>	Increased independence for disabled people and better access to all services.  Lead - All services in all partners	→	→	
3.6	<b>Develop a strategy for accessible public toilets and develop a clear plan for installing/upgrading toilets across Rotherham with the involvement of disabled people.</b>	Better facilities.  Lead – RMBC Access Officer			

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
<b>Strategic Aim 4 To take positive steps in supporting disabled people into and in employment</b>					
4.1	<b>We will take 'Positive Action' to ensure we increase employment of disabled people at all levels of our organisations.</b>	Through the success of the Equip Scheme, Access to Work and Ambition Health carried out by each partner.  Lead – all services in all partners			New actions and measures to be developed when the scheme is reviewed in 2009
4.2	<b>All the Partner organisations will look at the feasibility of appointing and training 'Employment Coaches' that will:</b> - Mentor and support disabled staff - Support and educate managers and staff employed across the organisations in working with disabled staff.	Increased support for all areas of organisations and potential employees in appointing disabled staff.  Lead - Human Resource Departments in all partners			
4.3	<b>We will aim to work with voluntary and community organisations to create more work experience opportunities.</b>			Number of disabled people employed or volunteering  Lead – All services	
4.4	<b>Support and encourage access to learning and development and career progression opportunities for disabled employees.</b>  (Staff Development Procedures in place and managers are equipped with and are applying the required competencies)	Through monitoring access to learning events and career progression achievements of disabled employees.  Lead - Human Resources and Learning and Development departments in all partners			

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
4.5	<b>Promote good working practices amongst all employees in relation to anti-bullying and harassment of disabled people, by raising awareness of what constitutes bullying and harassment and the impact this has on individuals, teams and the organisations.</b>	<p>Partners bullying and harassment policies are reviewed.</p> <p>Equality and diversity training for managers encompasses bullying and harassment of disabled people.</p> <p>Feedback from employees shows they have confidence in the procedures and management action on bullying and harassment.</p> <p>Lead - Human Resource Departments in all partners</p>			New actions and measures to be developed when the scheme is reviewed in 2009
<b>Strategic Aim 5 To promote inclusive transport within our service areas</b>					
5.1	<b>RMBC will investigate providing specific disability equality training to all its hackney carriage drivers.</b>	<p>More aware drivers leading to better experiences for disabled people.</p> <p>Lead – RMBC Licensing Department and Access Officer</p>			New actions and measures to be developed when the scheme is reviewed in 2009
5.2	<b>The Hospital Foundation Trust will ensure that patients / carers clinical needs are screened to make sure appropriate transport is provided, or an alternative identified.</b>	<p>Carry out an audit to check whether appropriate transport is being provided and a decrease in missed appointments due to transport problems is being achieved.</p> <p>Lead - Patient Transport Services Manager, RHFT</p>			

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
5.3	RMBC and other appropriate organisations and groups will assist in the implementation of a 'Transport For All' group facilitated by SYPTE. The group will be run by disabled people, for disabled people and involve transport providers. It will be based on Sheffield's successful model.	A sustainable group run by and for disabled people to improve transport for the entire borough.  Lead - RMBC Planning and Transportation with links to all partners and community			
5.4	We will work with Community Transport to <ul style="list-style-type: none"> <li>• Improve inclusiveness and accessibility of the service</li> <li>• Consider an extension to the service which includes evenings and weekends where possible.</li> </ul>		Increased independence, safety in travel and reassurance.  Lead - RMBC Disability Coordinator		New actions and measures to be developed when the scheme is reviewed in 2009
5.5	RMBC Special Educational Needs Team will deliver compulsory training for drivers and escorts in duties, guidance and responsibilities and child protection awareness.	A higher level of transport, safety and better experiences.  Lead - RMBC Special Educational Needs Team	—————→		
<b>Strategic Aim 6 To promote independent living for disabled people in Rotherham</b>					
6.1	Revitalise the Adaptations service, offering a seamless, one stop service to all customers.	New service blueprint accepted by Cabinet Member. Improved waiting times for adaptations.  Lead – RMBC Equipment and Adaptations Team			

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers			
No.	Actions	December 2006 and 2007	2008	2009	2010 and 2011
6.2	Improve the re-use of adaptations and equipment where possible to make better use of limited resources.	Savings made on cost of providing new adaptations.  RMBC Lead - Equipment and Adaptations Team (NHSR through REWS)			New actions and measures to be developed when the scheme is reviewed in 2009
6.3	We will investigate the setting up of a Centre for Inclusive Living in Rotherham and work with other organisations to do this.	Joint report to Cabinet Member and relevant PCT on whether a Centre is viable, with indicative costs identified.  RMBC Lead - Equalities Manager, Access Officer (NHSR)			
6.4	Establish a steering group across Community Housing Services to drive forward service changes particularly in Adaptations and Older People's services.	First meeting to be no later than April 2007 with terms of reference agreed before the second meeting.  Lead – RMBC Equipment and Adaptations Team			
6.5	RMBC are piloting partner schemes to reduce the wait involved in the tendering process for adaptations.	First pilot in place – savings made of approx 40% on level access showers. Second pilot in place by end of 2007 for stair lifts.  Lead – RMBC Equipment and Adaptations Team			
1	<b>Directorate action</b>		Develop equality objectives for disability relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information: <ul style="list-style-type: none"> <li>• Consultation which should ask men and women specifically about issues related to their illness, condition or disability and how this might affect the way services are provided.</li> <li>• Findings of Equality Impact Assessments.</li> <li>• Comments, suggestions and complaints.</li> <li>• Monitoring information, including whether service users are disabled and which services they are or are not using.</li> <li>• Staffing information, including numbers of staff who are disabled across all grades and take up of flexible working.</li> <li>• Monitoring the use of Dignity at Work and Grievance policies.</li> </ul>		

## Gender Equality Action Plan

Despite over 30 years of legal rights to sex equality, discrimination still exists and women still on average earn less than men, are less likely to be employed in senior management positions and are more likely to be responsible for caring for older relatives and children. They are frequently disadvantaged by policies and practices that do not recognise their greater caring responsibilities, or their different patterns of work and greater vulnerability to gender based violence. Generally in policy making and service delivery, men are also much more likely than women to have more decision making power.

However there are some areas where men experience particular barriers. For example, in relation to their parenting and caring responsibilities, men may encounter a lack of facilities for their children, such as in men's hostel accommodation, in family support services and childcare, or in leisure and sports facilities. Men are also disadvantaged by workplace cultures that do not support their caring responsibilities or by health services that do not recognise their different needs. Men's take up of primary health care services is generally lower than women, resulting in later diagnosis and greater risks for their health. Also three times more men than women die from suicide. Achievement in education in Rotherham also shows particular concerns for men and boys. For example in 2004, the number of boys achieving 5+ GCSEs grade A\* to C was 42.3% compared to 49% for girls (ONS, 2006).

We all know that men and women are different biologically but should this difference influence what careers we pursue, how much time we have to spend with our families or how others behave towards us? However unintentional, when this happens, gender stereotyping is at work and it can have a dramatic affect on the lives of both men and women.

Everyone suffers from the effects of gender stereotyping, and however unintentionally, services sometimes conform to these stereotypes. This is why Rotherham Metropolitan Borough Council has set out a gender equality vision.

### **Our gender equality vision is:**

**We will, in our employment practices, service delivery and partnerships, identify and respond to all forms of gender stereotyping, discrimination, sexism and transphobia.**

We will achieve our vision for gender equality by setting key strategic objectives that prioritise work in our Gender Action Plan. These are:

- Identify the causes of and seek to close the gender pay gap.
- Develop nationally recognised good practice in relation to flexible working policies and work life balance initiatives.
- Ensure that everyone has the opportunity to contribute and benefit from regeneration in their neighbourhoods and from other initiatives across the Borough.
- When we consult, we will ask participants to comment directly on any issue related to their gender that might affect the way we provide our service.

On pages 41-43 is the action plan with specific actions to promote equality for transsexual women and men, who are also protected from discrimination under the Gender Equality Duty.

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	<b>Develop a greater understanding within the organisation of gender and the Gender Equality Scheme.</b>	<p>All staff to receive gender awareness training.</p> <p>Include gender related objectives in key strategies and plans.</p> <p>Gender Equality Scheme to be included in equality training for all staff.</p> <p>Lead - Strategic HR and Directorate Learning and Development Coordinators</p>		→	<p>New actions and measures to be developed when the scheme is reviewed in 2010.</p>	
2	<b>Ensure improvements in performance by mainstreaming of gender equality.</b>	<p>All new policies, strategies and plans to incorporate an Equality Impact Assessment that will include gender.</p> <p>Lead - All Directorates</p>		→		
3	<b>Complete the Equal Pay Review.</b>	<p>Implementation of revised equal pay proofed pay and grading arrangements.</p> <p>Lead - Strategic HR</p>		→		
4	<b>Continue to develop RMBC's performance management framework and develop meaningful indicators in respect to gender equality.</b>		<p>Targets and local performance indicators in respect of gender equality developed for 2008/9 service planning process.</p> <p>Lead - Assistant Chief Executive</p>	→		
5	<b>Contribute to a partnership approach to address gender equality in the Borough.</b>	<p>All key partnerships will include gender related objectives in business plans for all appropriate areas of work.</p> <p>Lead - Manager, Rotherham Partnership</p>		→		

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
6	Develop good practice in relation to flexible working policies and work life balance.	Increase in percentage number of staff who can work flexibly as measured through employee opinion survey.  Lead - Strategic HR		→		
7	Ensure employment practices and policies identify and respond to all forms of gender stereotyping and discrimination including the identification of barriers to the retention and recruitment of transsexual staff.	Relevant employment policies identified with a timetable for completion of Equality Impact Assessment.  Lead - Strategic HR		→	New actions and measures to be developed when the scheme is reviewed in 2010.	
8	All corporate mechanisms for consultation to include appropriate questions/ analysis in relation to gender.	All forms of corporate consultation identified and a timetable for inclusion of appropriate gender related question included.  Lead - Head of Performance and Policy		→		
1	Directorate actions	Implement RMBC actions within Rotherham Women's Strategy.	As detailed in the strategy and action plan	→		
2		Consolidation and building on gender-related information.  Raising awareness of the scheme.	Develop gender specific equality objectives relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information: <ul style="list-style-type: none"> <li>• Consultation which should ask men and women specifically about issues related to their gender and how this might affect the way services are provided.</li> <li>• Findings of Equality Impact Assessments.</li> <li>• Comments, suggestions and complaints.</li> <li>• Monitoring information, including the gender of service users and which services they are or are not using.</li> <li>• Staffing information, including gender of staff across all grades, take up of flexible working and maternity/paternity policies by gender.</li> <li>• Monitoring the use of Dignity at Work and Grievance policies.</li> </ul>			

## Gender Identity/Trans Action Plan

The duty to promote gender equality includes both women and men, including women and men who identify as transsexual (a person who is intending to undergo, is undergoing or has undergone gender reassignment). As well as being afforded protection from discrimination and harassment in employment and vocational training, a further change to the law in December 2007 ensured that people who identify as transsexual also have their rights protected in the provision of goods and services. Thus the broader gender issues within our Gender Equality Scheme need to be considered at the same time as the specific actions in this section.

Partner agencies have developed a Lesbian, Gay, Bisexual and Transgender (LGBT) Inter-Agency Action Plan which is promoting equality on the grounds of sexuality and for the wider trans community, which includes transsexual people (see glossary). The actions for RMBC in this Single Equality Scheme contribute towards the objectives in the inter-agency plan to provide appropriate services and support for trans people in Rotherham.

### Strategic objectives from the inter-agency plan

The objectives are to:

- Raise the profile of LGBT people and communities in Rotherham
- Tackle discrimination, stereotyping and hate crime experienced by LGBT people
- Build the capacity of service providers to be inclusive of LGBT people's needs
- Improve the quality of life for LGBT people in Rotherham through strong partnership working
- Be employers of choice for LGBT people

Like other minority groups, trans people may confront bias and discrimination in everyday activities such as when shopping and travelling on public transport, as well as when trying to access employment and services. A person's trans status can make them visible and a target for being ostracised, harassed or assaulted. Our hate crime procedures include transphobic incidents and we will be taking forward preventive work on all forms of hate incident.

Rotherham MBC is committed to promoting a safe and supportive environment for trans people in the community and at work. We will achieve this by:

- Working to develop awareness and understanding of gender identity/trans issues with our employees and people in Rotherham.
- Recording and dealing with transphobic incidents as part of our hate incident procedures.
- Developing consultation and involvement of trans communities in Council services.
- Supporting the local LGBT group to operate a helpline for the local LGBT community.
- Continuing to address the needs of the trans community through our Inter-Agency Group.
- Supporting employees who identify as transsexual.
- Improving perceptions of people in Rotherham towards RMBC as an LGBT-friendly employer.

**Our gender equality vision is:**

**We will, in our employment practices, service delivery and partnerships, identify and respond to all forms of gender stereotyping, discrimination, sexism and transphobia.**

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Contribute to an annual programme of events to celebrate the contributions of Rotherham's LGBT communities and bring people together from diverse communities.	Annual LGBT History month event held.  RMBC lead – inter-agency group members from RMBC	—————→			
2	Develop positive communications to celebrate the contributions of Rotherham's LGBT communities and tackle prejudice and stereotypes.		Programme of newsletter and media articles, including Rotherham News.  RMBC lead – inter-agency group members from RMBC	—————→		
			Regular articles and information in internal communications, including Unite, to raise awareness.  New RMBC intranet and website pages developed.  RMBC lead – inter-agency group members from RMBC	—————→		
3	Raise awareness of gender identity/trans equality issues in RMBC through training and information.		Learning materials and training opportunities provided for Councillors, strategic managers and service delivery staff.  RMBC lead – inter-agency group members from RMBC	—————→		
			Confidential mailing list/data base for communication and consultation set up.  Targeted e-consultation options developed.  Stronger links with LGBT Rotherham informs service development.  RMBC lead – inter-agency	—————→		
4	Strengthen effective involvement with LGBT people in Rotherham to inform future service planning and development.				—————→	

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
			group members from RMBC and CCI Team, CXD			
5	Increase confidence in reporting transphobic hate crime and incidents.		LGBT Helpline becomes a hate crime reporting centre for transphobic incidents.  Implementation and publicity of 24-hour telephone hate crime reporting and referral service commissioned from Stop Hate UK  RMBC lead – Community Safety Unit		—————→	
6	Explore the possibility of establishing an “LGBT Alliance Group” within RMBC to support LGBT employees.			Group established and meeting regularly.  RMBC lead – CXD	—————→	
7	Develop a policy to support transsexual employees working for RMBC by April 2009.			Policy in place and being implemented  Lead – Strategic HR	—————→	
1	Directorate actions	Consolidation and building on gender-related information.  Raising awareness of the scheme.	<p>Develop gender specific equality objectives relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> <li>• Consultation which should ask men and women specifically about issues related to their gender, and gender identity if appropriate, and how this might affect the way services are provided.</li> <li>• Findings of Equality Impact Assessments.</li> <li>• Comments, suggestions and complaints.</li> <li>• Monitoring information, including the gender, and gender identity if appropriate, of service users and which services they are or are not using.</li> <li>• Staffing information, including gender of staff across all grades, take up of flexible working and maternity/paternity policies by gender.</li> <li>• Monitoring the use of Dignity at Work and Grievance policies.</li> </ul>			

## Age Equality Action Plan

Rotherham Council is committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger people and older people and that these attitudes and beliefs can lead to both younger people and older people being socially and economically disadvantaged, excluded and marginalised. Younger and older people have the right to equality of opportunity and make a significant and valuable contribution to Rotherham Borough.

As an employer, the Council is committed to tackling age discrimination and promoting equality of opportunity and good relations between all our employees. We will also improve opportunities for young people to work in the Council.

RMBC will continue to consult and involve younger and older people and to work with our partner organisations to develop and deliver strategies to improve the well-being of children and young people and older people in Rotherham. We will also seek to build positive relationships and understanding between people of all age groups in the community, to build a stronger, cohesive and more caring community.

Older people, and children and young people, were identified as priority groups for the work on the Neighbourhood Renewal Strategy and are also the main target groups for the anti-age discrimination legislation. Two major strategies in place already focus on people from these age groups and both have identified key priorities, which are summarised below. However it is important that we consider the needs of people of all ages in the borough and continue to consult and involve them.

### **“Wellbeing in later life 2006-2010”, a strategy for older people in Rotherham**

The strategy has been developed to promote a better quality of life for Rotherham's increasing population of people who are over 50. Following extensive research and consultation the key issues prioritised by older people that the strategy addresses are:

- Maximising income
- Regenerating Rotherham town centre
- Mobility and transport
- Greater and more accessible learning opportunities
- Improving and maintaining health, including accessible services
- Access and participation in a range of social, cultural and leisure opportunities
- Housing choice, including support to live at home for as long as it is possible
- Safe, clean and secure neighbourhoods
- Promoting independence
- Ensuring that the views of older people are heard and shape the aspirations of the Council and other agencies
- Increase the participation of older people in the way services are developed
- Addressing age discrimination

### **Children and Young People's Plan and Well Being Strategy 2007- 2010**

This covers services for children and young people aged 0-19 years, those aged 20 or over who are leaving care and those up to 25 who have learning difficulties/disabilities. It is our second strategic plan for children and young people in Rotherham and tells a story about the journey towards developing excellent integrated services and transforming them into multi-

agency delivery, in the right place at the right time. Children and young people, parents and carers, and our partner organisations have all helped us to shape this plan.

Information from our analysis of need; results of consultation and surveys including the visioning exercise; local intelligence, and feedback from the Joint Area Review and other inspections have informed priority setting. Our key priorities are grouped under the relevant “Every Child Matters” heading, linked to the corresponding Community Strategy theme:

### **Being healthy (Alive)**

- To halt the rise in infant mortalities
- To improve the sexual health of all children and young people
- To ensure that all children and young people have the opportunity to live healthy lifestyles
- To support children and young people with complex needs and continuing health and care needs

### **Staying safe (Safe)**

- To improve the safety and security of vulnerable children and young people
- To reduce bullying by implementing robust protocols, systems and through sharing good practice
- Reduce the impact of domestic violence

### **Enjoying and Achieving (Learning)**

- To raise attainment across the borough for all children and young people (0-19)
- To improve children and young people's chances of taking part in sporting and cultural activities
- Ensuring higher quality of education/learning for all children and young people
- To raise the attainment of Looked After Children, children from BME backgrounds and those with special and complex needs

### **Making a Positive Contribution (Proud)**

- To promote positive images and activities of young people in their communities
- To reduce the number of children and young people who offend and re-offend
- Support parents and carers and families to promote positive behaviour
- To support children and young people of families coming to Rotherham as economic migrants

### **Achieving Economic Well-being (Achieving)**

- Increase the number of young people in education, employment and training
- Ensure that all children and young people live in Decent Homes
- Assisting economically inactive parents, carers and family members, including those on Incapacity Benefit and lone parents, back into work
- Improve processes for adaptations to housing for children and young people with specific needs

Both “Wellbeing in later life 2006-2010”, a strategy for older people in Rotherham and the Children and Young People’s Plan and Well Being Strategy 2007- 2010 are available on the website at the following links:

Children and Young People’s Plan: [www.rotherham.gov.uk/graphics/Learning/\\_singleplan.htm](http://www.rotherham.gov.uk/graphics/Learning/_singleplan.htm)

Wellbeing in later life:

[www.rotherham.gov.uk/NR/rdonlyres/5369FA96-F49C-4ACD-B5A9-A9B58A61ADCE/0/FinalStrategy.pdf](http://www.rotherham.gov.uk/NR/rdonlyres/5369FA96-F49C-4ACD-B5A9-A9B58A61ADCE/0/FinalStrategy.pdf)

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Implement the actions in “Wellbeing in later life 2006-2010”, a strategy for older people in Rotherham.	As detailed in the strategy and action plan  RMBC Lead – NAS	—————→			New actions and measures to be developed when the plans are reviewed in 2010
2	Implement the actions in the Children and Young People’s Plan 2007- 2010.	As detailed in the strategy and action plan  RMBC Lead - CYPS	—————→			
3	Implement relevant actions from Rotherham Women’s Strategy.	As detailed in the strategy and action plan  RMBC Lead - CXD	—————→			
1	Directorate actions		<p>Develop equality objectives for age relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> <li>• Consultation which should ask men and women, children and young people, specifically about issues related to their age and how this might affect the way services are provided.</li> <li>• Findings of Equality Impact Assessments.</li> <li>• Comments, suggestions and complaints.</li> <li>• Monitoring information, including the age of service users and which services they are or are not using.</li> <li>• Staffing information, including age of staff across all grades and take up of flexible working.</li> <li>• Monitoring the use of Dignity at Work and Grievance policies.</li> </ul>			

## Carers Equality Action Plan

Rotherham Borough Council recognises the vital role played by carers in supporting people in the community who are frail, ill or disabled or who have mental health or substance misuse problems, and the need for carers to be recognised and valued. It can be particularly difficult for carers to access and benefit from services, education, training, employment and leisure activities. Our intention is to take positive steps to improve the recognition and status of carers by changing and improving the ways that agencies work in planning and delivering services. We are committed to improving the range and availability of support services for carers and in addition to improving support for carers directly we need to make sure that other services recognise carers' needs and are flexible and accessible.

By operating family friendly employment policies, we will aim to provide flexible working arrangements for Council employees, so that carers are able to combine their work and caring responsibilities without fearing this will limit their career aspirations.

The 2008 National Strategy for carers "Carers at the Heart of 21st Century Families and Communities" has provided guidance in the development of the Rotherham Joint Carers' Strategy 2008 – 2011, which builds on the previous Rotherham Carers' Strategy to set out commitments to carers over the next three years. Rotherham MBC will work in partnership along with NHS Rotherham, Rotherham NHS Foundation Trust, Job Centre Plus, Barnardo's Young Carers, Crossroads, and Rotherham Carers' Forum to ensure that carers' issues are kept high on the agenda.

### **Our vision for carers in Rotherham is that carers will be able to:**

- Exercise choice, be independent, be protected and have fair access to services.
- Feel supported and encouraged to shape local services which meet their characteristics and needs.
- Enjoy their lives as individuals and as part of families and neighbourhoods.

### **Strategic objectives**

Following extensive consultation with carers in Rotherham the seven objectives of the strategy are that we will:

- Improve access to information.
- Develop effective access to training, education and resources in a way that results in carers being treated as a valued partner with local authority and health organisations.
- Increase the access for carers to have their own individual assessment of need at the earliest possible stage of the process.
- Provide carers with a range of services that offer them support which is flexible and appropriate and will sustain them in their role.
- Prioritise carers' health needs and give access to health services in a way in which carers feel supported to stay mentally and physically well.
- Develop support mechanisms to assist carers into and to sustain employment and provide access to effective financial support whilst carrying out their caring responsibility or when their life changes.

## RMBC Equality Policy and Single Equality Scheme

- Increase support which protects children and young people from inappropriate caring in a way which encourages them to enjoy positive childhoods.

The Rotherham Joint Carers' Strategy and detailed action plan is available on the website at the following link: [www.rotherham.gov.uk/graphics/Care/Adult+Services/Carers/\\_Carers.htm](http://www.rotherham.gov.uk/graphics/Care/Adult+Services/Carers/_Carers.htm)

		<b>Measures of success, timescales and lead officers</b>				
No.	<b>Corporate action</b>	2007	2008	2009	2010	2011
1	<b>Implement RMBC actions from Rotherham Joint Carers' Strategy 2008 – 2011.</b>		As detailed in the strategy and action plan.  RMBC Lead – NAS	_____→		
1	<b>Directorate action</b>		Develop equality objectives relevant to their service in relation to carers which will focus on outcomes, and which will be informed by the analysis of the following information: <ul style="list-style-type: none"> <li>• Consultation which should ask men and women specifically about issues related to being carers and how this might affect the way services are provided.</li> <li>• Findings of Equality Impact Assessments.</li> <li>• Comments, suggestions and complaints.</li> <li>• Monitoring information, including whether service users are carers and which services they are or are not using.</li> <li>• Staffing information, including whether employees are carers and take up of flexible working.</li> <li>• Monitoring the use of Dignity at Work and Grievance policies.</li> </ul>			

## Religion and Belief Equality Action Plan

Rotherham Council respects the rights of individuals to practise their religion, or religious or philosophical beliefs, without fear of intimidation, harassment or violence. We will not tolerate unlawful discrimination on the grounds of religion or religious or philosophical beliefs, or because people do not have such beliefs. We are determined to challenge prejudice and we will work with our partners to take all necessary steps to prevent, tackle and monitor hate incidents motivated by religious hatred.

Rotherham MBC is committed to providing flexible and responsive services and working practices that are sensitive and respectful of different religions and religious or philosophical beliefs, practices and obligations. We are also committed to promoting good relations between people from all faith communities, so that we build a stronger and more cohesive community. We will achieve this by:

- Promoting understanding and dialogue between different faith communities, and between faith and non-faith communities.
- Enabling faith groups to work together with each other and community groups in wider partnerships.
- Acknowledging and celebrating religious festivals and other events that are significant for our communities.
- Developing more culturally sensitive services through consultation with employees and service users.
- Promoting a work environment where the cultural, religious and philosophical beliefs of all employees are respected.
- Working to record and deal with religious hate incidents as part of our hate incident procedures.

### Strategic aims

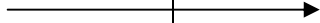
Our strategic aims are to:

- Provide positive opportunities for people from diverse faiths to meet, share understanding and develop friendships.
- Increase the capacity of local faith groups to participate in building cohesive communities.
- Provide a forum for consulting and involving faith communities in decision making for the Borough.
- Promote intercultural engagement by bringing together young people from different religious and ethnic backgrounds.
- Develop and promote training and educational resources to increase knowledge of other religions and beliefs.

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	<b>Raise awareness of RMBC's Cultural and Religious Observance Policy with managers and employees.</b>	<p>Unite articles featuring different religions published.</p> <p>Annual memo regarding Ramadan.</p> <p>Islam awareness activities.</p> <p>Lead – Strategic HR</p>				
2	<b>Develop specific religion/belief learning opportunities to increase knowledge and understanding - for example Islam awareness.</b>		<p>Islam awareness session developed and rolled out.</p> <p>Guide to Islam produced and distributed.</p> <p>Lead - CXD</p>			
3	<b>Raise awareness of significant festivals and events for Rotherham people.</b>	<p>Annual diversity calendar produced and published on website and intranet</p> <p>Lead – CXD</p>				
4	<b>Provide facilities for prayer or contemplation in Council buildings.</b>		<p>Existing quiet/prayer rooms publicised on intranet</p>			<p>New civic building has a dedicated quiet/prayer room.</p>

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
			Lead – Strategic HR			Lead – EDS
5	<p>Develop and implement a work programme for Rotherham Inter-Faith Forum to bring together people of different faiths.</p> <p>(links to 12 and 13 in race plan)</p>		<p>Number of events and activities held.</p> <p>Increase the diversity of faith groups who are involved.</p> <p>Lead – CXD</p>			
1	Directorate actions		<p>Develop equality objectives for religion and belief relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> <li>• Consultation which should ask men and women specifically about issues related to religion or belief if appropriate and how this might affect the way services are provided.</li> <li>• Findings of Equality Impact Assessments.</li> <li>• Comments, suggestions and complaints.</li> <li>• Monitoring information, including where relevant the religion or belief of service users and which services they are or are not using.</li> <li>• Staffing information, including the religion or belief of staff across all grades and take up of flexible working.</li> <li>• Monitoring the use of Dignity at Work and Grievance policies.</li> </ul>			

## Sexuality Equality Action Plan

Rotherham Borough Council recognises that lesbian, gay and bisexual people can be a less visible group in our community whose needs often go unidentified and unmet. This is exacerbated by the fear of prejudice, discrimination, harassment and violence, which can prevent lesbian, gay and bisexual people from being "out" about their sexuality. We will aim to be a leader in the Rotherham area through inclusive employment practices and high quality and accessible services for lesbian, gay, bisexual (LGB) customers. Our hate crime reporting procedures include homophobic incidents and we will be working proactively with our partners to combat prejudice, harassment and violence both inside and outside the Council.

Sexuality is distinct from gender and gender identity and is covered by different legislation. Everyone has legal protection from discrimination in relation to their actual or perceived sexuality (Equality Act Regulations and Employment Equality Regulations). This means lesbians and gay men; heterosexual people and bisexual people are all protected.

Partner agencies have developed a Lesbian, Gay, Bisexual and Transgender (LGBT) Inter-Agency Action Plan which is promoting equality on the grounds of sexuality and for the wider trans community. Our actions in this Single Equality Scheme contribute towards the objectives in the inter-agency plan to provide appropriate services and support for LGB people in Rotherham.

### Strategic objectives from the inter-agency plan

The objectives are to:

- Raise the profile of LGBT people and communities in Rotherham
- Tackle discrimination, stereotyping and hate crime experienced by LGBT people
- Build the capacity of service providers to be inclusive of LGBT people's needs
- Improve the quality of life for LGBT people in Rotherham through strong partnership working
- Be employers of choice for LGBT people

Rotherham RMBC is committed to promoting a safe and supportive environment for lesbian, gay and bisexual people in the community and at work. We will achieve this by:

- Working to develop awareness and understanding of the experiences and needs of lesbian, gay and bisexual people with our employees and people in Rotherham.
- Recording and dealing effectively with homophobic incidents as part of our hate incident procedures.
- Developing consultation and involvement of LGB communities in Council services.
- Supporting the local LGBT group to operate a helpline for the LGBT community.
- Continuing to address the needs of the LGB community through our Inter-Agency Group.
- Improving perceptions of people in Rotherham towards RMBC as an LGBT-friendly employer.

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
1	Contribute to an annual programme of events to celebrate the contributions of Rotherham's LGBT communities and bring people together from diverse communities.	Annual LGBT History month event held.  RMBC lead – inter-agency group members from RMBC	—————→			
2	Develop positive communications to celebrate the contributions of Rotherham's LGBT communities and tackle prejudice and stereotypes.		Programme of newsletter and media articles, including Rotherham News.  RMBC lead – inter-agency group members from RMBC	—————→		
			Regular articles and information in internal communications, including Unite to raise awareness.			
3	Raise awareness of LGB equality issues in RMBC through training and information.		New RMBC intranet and website pages developed.  RMBC lead – inter-agency group members from RMBC	—————→		
			Learning materials and training opportunities provided for Councillors, strategic managers in public agencies and service delivery staff.  RMBC lead – inter-agency group members from RMBC	—————→		
4	Strengthen effective involvement with LGBT people in Rotherham to inform future service planning and development.		Confidential mailing list/data base for communication and consultation set up.  Targeted e-consultation options developed.  Stronger links with LGBT Rotherham informs service development.	—————→		

RMBC Equality Policy and Single Equality Scheme

		Measures of success, timescales and lead officers				
No.	Corporate actions	2007	2008	2009	2010	2011
			RMBC lead – inter-agency group members from RMBC and CCI Team, CXD			
5	Increase confidence in reporting homophobic hate crime and incidents.		LGBT Helpline becomes a hate crime reporting centre for homophobic incidents.  Implementation and publicity of 24-hour telephone hate crime reporting and referral service commissioned from Stop Hate UK  RMBC lead – Community Safety Unit		→	
6	Explore the possibility of establishing an “LGBT Alliance Group” within RMBC to support LGBT employees.			Group established and meeting regularly.  RMBC lead – CXD	→	
1	Directorate actions		<p>Develop equality objectives for sexuality relevant to their service which will focus on outcomes, and which will be informed by analysis of the following information:</p> <ul style="list-style-type: none"> <li>• Consultation which should ask men and women specifically about issues related to their sexuality if appropriate and how this might affect the way services are provided.</li> <li>• Findings of Equality Impact Assessments.</li> <li>• Comments, suggestions and complaints.</li> <li>• Monitoring information, including where relevant the sexuality of service users and which services they are or are not using.</li> <li>• Staffing information, including the sexuality of staff across all grades and take up of flexible working.</li> <li>• Monitoring the use of Dignity at Work and Grievance policies.</li> </ul>			

## Appendix 1

## Glossary

BME	Black and Minority Ethnic
CCI	Consultation and Community Involvement
CXD	Chief Executive's Directorate
CYPS	Children and Young People's Services
EDS	Environment and Development Services
EIA	Equality impact assessments
HR	Human Resources
LGBT	Lesbian, Gay, Bisexual and Transgender
NAS	Neighbourhood and Adult Services
NHSR	NHS Rotherham, formerly known as Rotherham Primary Care Trust or PCT
RFHT	Rotherham Foundation Hospital Trust
RBT	Rotherham Brought Together
RMBC	Rotherham Metropolitan Borough Council

### Carer

A person who spends a significant proportion of their time providing support for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems. The carer is unpaid and provides care on a regular basis but does not necessarily live in the same household.

### Community cohesion

The Cattle Report stated that a cohesive community is one where:

- there is a common vision and a sense of belonging for all communities
- the diversity of people's different backgrounds and circumstances is appreciated and positively valued
- those from different backgrounds have similar life opportunities
- strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods.

### Customer relationship management

This is a term applied to processes implemented by an organisation to handle its contact with its customers. CRM software is used to support these processes, storing information on current and prospective customers, in order to improve services that are provided directly to customers and to use the information for targeted service delivery purposes.

### Disability

A physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. (from Disability Discrimination Act 1995)

### Direct discrimination

Treating an individual or group differently and less favourably than others under comparable circumstances. This may be based on a person's age, race, sexuality, ethnic origin, nationality, sex, religion, marital status, disability or because a person identifies as transsexual. Such discrimination is unlawful.

### Diversity

A term used to characterise the uniqueness of individuals and to acknowledge and value an individual's differences.

### **Equality**

Full opportunity and choices for people to maximize their potential, be respected and considered equal in all areas of their life.

### **Equality impact assessment**

A process that enables the Council to identify and modify policies and practices that discriminate or restrict access to services or employment.

### **Equality monitoring**

The process of collecting and analysing information about people's background to see whether groups are all fairly represented.

### **Functions, policies and practices**

Functions include all the Council's duties and powers as well as services. Policies and practices cover all the proposed and current activities that the Council carries out.

### **Gender**

Sex is the biological difference between men and women, but a person's gender is socially constructed, for example women often take more responsibility for childcare than men.

### **Gender reassignment**

Altering one's birth sex is not a one step procedure; it is a complex process that takes place over a long period of time. Gender reassignment or transitioning includes some or all of the following cultural, legal and medical adjustments: telling one's family, friends and co workers, changing name and legal documents, hormone therapy and possibly (although not always) chest and/or genital alteration. It is covered by specific provisions in the Sex Discrimination Act (SDA).

### **Harassment**

Any form of unwanted verbal, non-verbal or physical conduct with the purpose or effect of violating the dignity of a person, or creating an intimidating, hostile, degrading, humiliating or offensive environment.

### **Hate crime**

Any incident which is perceived by the victim or any other person to be motivated by prejudices due to their actual or perceived racial origin, religion, sexuality, age, gender or disability.

### **Homophobia**

An irrational fear and dislike of individuals who identify as gay, lesbian or bisexual, which may result in judgemental, discriminatory or aggressive behaviour.

### **Indirect discrimination**

This means applying a provision, criterion or practice equally to everyone but which disadvantages people from a particular group, unless it can be shown to be a proportionate means of achieving a legitimate aim.

### **Institutional racism**

The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people. (Concept of institutional racism applied by Stephen Lawrence Inquiry)

### **Limiting lifelong illness**

A perceived limiting long-term illness, health problem or disability which limits a person's daily activities or the work they can do, including problems that are due to old age (from 2001 census).

### **Migrant worker**

A person who has moved to another country to find work.

### **Positive action**

Although positive discrimination is unlawful specific initiatives are permitted to overcome the effects of past discrimination against disadvantaged groups. This could be:

- providing facilities to meet the specific needs of people from particular ethnic groups in relation to their training, education or welfare
- targeting job training at women where they are under-represented in a certain area of work, or encouraging them to apply for such work

### **Procurement and commissioning**

Procurement is the process of obtaining goods, works and services, both from in-house providers and from external organisations.

Commissioning is the process of specifying, securing and monitoring services to meet people's needs at a strategic level.

### **Racism**

Racism in general terms consists of conduct or words or practices which disadvantage or advantage people because of their colour, culture, or ethnic origin. In its more subtle form it is as damaging as in its overt form. (Stephen Lawrence Inquiry Report)

### **Refugees and asylum seekers**

An asylum seeker is someone who has fled persecution in their homeland, arrived in another country and made themselves known to the authorities, and exercised their legal right to claim asylum. The UK has a legal duty under the 1951 United Nations Refugee Convention to hear the case of anyone who applies.

A refugee is a person whose asylum application has been heard and who has been given leave to remain in another country as a result of proving they would face persecution back home.

### **Religion or belief**

Under the Equality Act 2006 "religion or belief" means any religion, or religious or philosophical belief. The courts or tribunals would consider a number of factors when deciding what a religion or religious or philosophical belief is, for example collective worship, a clear belief system, or a profound belief affecting the way of life or view of the world. The absence of a particular religion or belief is also protected under the Act.

### **Sexism**

A prejudice based on a person's sex in which the other sex is seen as inferior. The term is also used to describe discriminatory behaviour on the grounds of sex.

### **Sexuality/Sexual orientation**

People are protected from discrimination on the grounds of their actual or perceived sexuality, referred to as sexual orientation in the legislation. This means lesbians and gay men; heterosexual people and bisexual people are protected.

### **Social Model of Disability**

The poverty, disadvantage and social exclusion experienced by many disabled people is not the inevitable result of their impairments or medical conditions, but rather stems from attitudinal and environmental barriers. (Duty to Promote Disability Equality: Statutory Code of Practice)

### **Specific duties**

Steps that listed organisations such as RMBC have to take to assist them in meeting the general equality duties for disability, gender and race.

### **Stereotypes**

Generalisations concerning the perceived characteristics of all members of a group. Often made in reference to gender or to racial, ethnic and religious groups or directed towards disabled people, and/or lesbian, gay, bisexual and/or transsexual people.

### **Transphobia**

An irrational fear and dislike of individuals who identify as trans, which may result in judgemental, discriminatory or aggressive behaviour.

### **Trans**

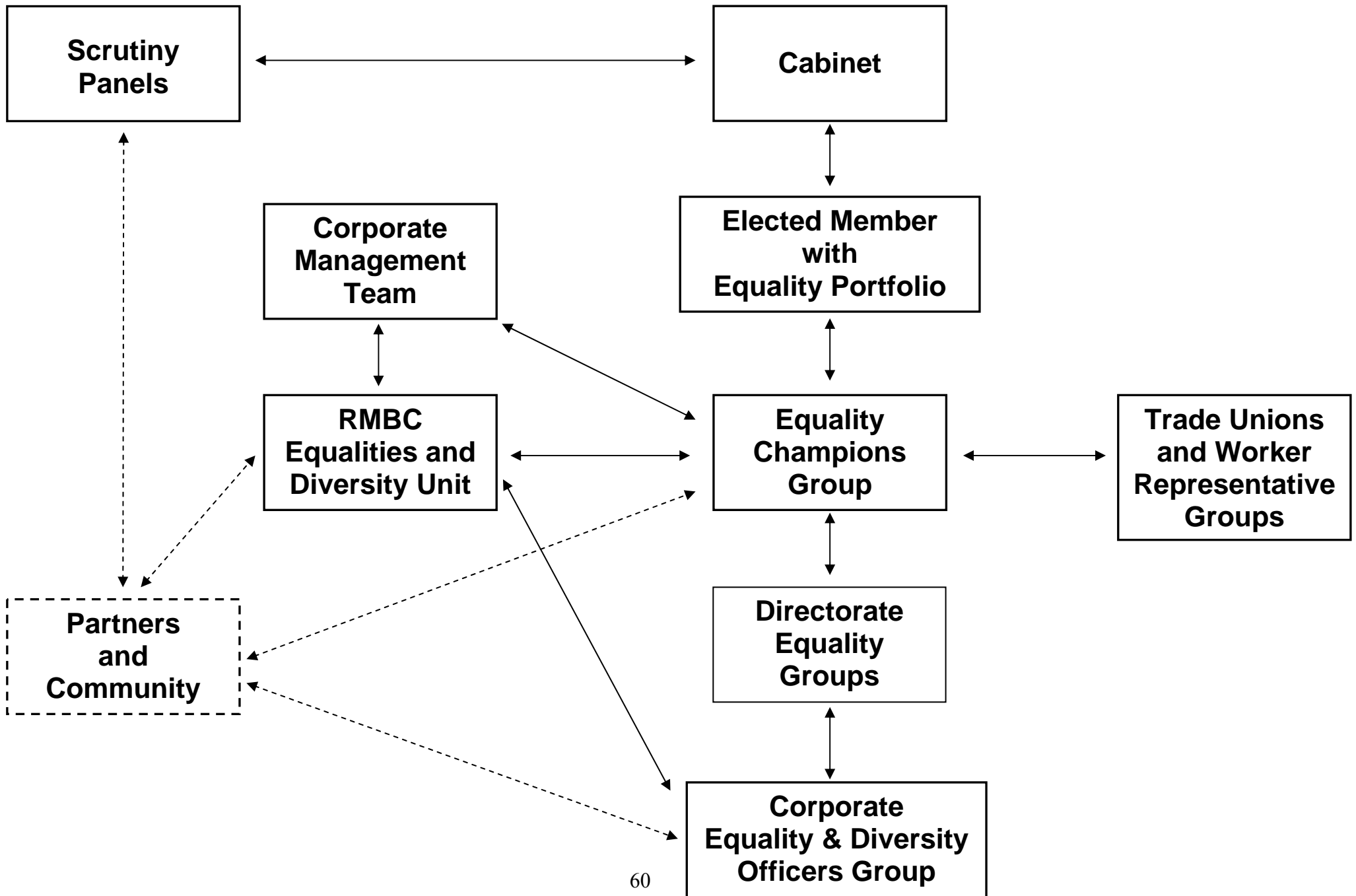
In this scheme **transsexual** is the term used to describe a person who intends to undergo, is undergoing or has undergone gender reassignment, which may or may not involve hormone therapy or surgery.

**Transgender** is a wider umbrella term used to include people from the trans community whose gender identity and/or gender expression differs from their birth sex. The term may include, but is not limited to, transsexual people and others who define as gender-variant. Many transgender people can identify as female to male (FtM) or male to female (MtF).

### **Victimisation**

It is unlawful to victimise someone because they have made a complaint about discrimination or because they have supported another person in a complaint about discrimination, for example by being a witness or giving evidence.

Appendix 2 Council structure for work on equality and diversity



**Appendix 3 Performance against Best Value Performance Indicators 2007-08**

Indicator number and description	Targets for 2007/2008	Current performance
<b>BV2a</b> Level reached of the Equality Standard for Local Government	Level 5	Working towards the highest level, level 5, by December 2008
<b>BV2b</b> Duty to promote Race Equality	100% compliance	84% compliance was achieved by March 2008, placing RMBC in the top performing quartile of all councils
<b>BV11a</b> % of the top 5% of earners who are women	45%	Achieved 44.3% at March 2008 (increased from 41.78% at March 2007)
<b>BV11b</b> % of the top 5% of earners from Black and minority ethnic communities	2.8%	Achieved 2% at March 2008 (increased from 1.27% at March 2007)
<b>BV11c</b> % of the top 5% of earners who are disabled	3.5%	Achieved 4.4% at March 2008 (increased from 2.99% at March 2007)
<b>BV16a</b> % of local authority employees meeting DDA definition of disability	3.5%	Achieved 3.4% at March 2008 (increased from 3.2% at March 2007)
<b>BV17a</b> % of local authority employees from minority ethnic communities	2.9%	Achieved 3% at March 2008 (increased from 2.8% at March 2007)
<b>BV74</b> Satisfaction of council tenants with the overall service provided by their landlord, broken down by ethnicity	Survey every 3 years - aimed for 85% satisfaction for all tenants in 2006/07	Achieved 74% overall satisfaction at March 2007: 50% for Black minority ethnic tenants and 74% for non-ethnic minority tenants
<b>BV75</b> Satisfaction of council tenants with opportunities to participate in management and decision making in housing services broken down by ethnicity	Survey every 3 years - aimed for 69% satisfaction for all tenants in 2006/07	Achieved 64% overall satisfaction at March 2007: 40% for Black minority ethnic tenants and 64% for non-ethnic minority tenants
<b>BV156</b> % of authority buildings in which all public areas are accessible to disabled people	75%	Achieved 78.79% at March 2008 (increased from 72.3% at March 2007)
<b>BV164</b> Whether the authority follows the CRE Code Of Practice in rented housing		Indicator deleted for 2007-8
<b>BV165</b> % of pedestrian crossing facilities for disabled people	100%	100% at March 2008
<b>BV174</b> Number of racial incidents recorded by the authority per 100,000 population	70	69.51 at March 2008 The Council is working to increase the confidence of people to report incidents
<b>BV175</b> % of racial incidents that resulted in further action	100%	100% at March 2008
<b>BV225</b> % of questions to which the authority can answer yes - actions against domestic violence	81.8%	Achieved 81.8% at March 2008 (estimated)

## RMBC Equality Scheme Feedback Form

We welcome your thoughts and comments on our Equality Scheme and if you would spend just a few minutes telling us your views we would be most grateful. Thank you.

Q1) Please tell us if you think we have included all the relevant information and issues in the scheme.	
Q2) Do you think anything else should have been included? Please tell us what and why.	
Q3) Do you think anything should have been excluded? Please tell us what and why.	
Please tell us anything else you wish relating to the scheme	

All your comments will be used in strictest confidence for work related to this scheme and other work to promote equality for all people and communities in Rotherham.

**If you wish to be added to our consultation database, please tell us your contact details:**

Name: ..... (please print)

Contact details: .....

.....

**Please email your comments to us at [equality@rotherham.gov.uk](mailto:equality@rotherham.gov.uk) or return this form by post to:**

Equality and Diversity Unit  
Chief Executive's Directorate, RMBC  
FREEPOST NEA 5887  
Rotherham S60 2BR

If you wish to discuss the Equality Scheme consultation or any other consultation issues please contact Dawn Price on 01709 822 783 or [dawn.price@rotherham.gov.uk](mailto:dawn.price@rotherham.gov.uk)

RMBC adhere to the Data Protection Act and the Freedom of Information Act



## **Acknowledgements**

We would like to thank all the people of Rotherham who have been involved in the development of our first Single Equality Scheme, either through your contribution to the existing plans and equality schemes that have been integrated within it, or through your involvement in developing the new sections.