

One Town One Community

Rotherham MBC Single Equality Scheme 2012 - 2013



If you or someone you know needs help to understand or read this document, please contact us:

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Slovak

Ak vy alebo niekto koho poznáte potrebuje pomoc pri pochopení alebo čítaní tohto dokumentu, prosím kontaktujte nás na vyššie uvedenom čísle alebo nám pošlite e-mail.

Slovensky

Kurdish Sorani

نەگەر تۆ یان کەسێک کە تۆ دەیناسی پێویستی بەیارمەتی هەبێت بۆ ئەوەی لەم بەلگەنامە یە تێبگات یان بێخوینیتەو، تەکایە پەيوەندیمان پێوە بکە لەسەر ئەو ژمارە یە سەرەو هەدا یان بەو نیمە یە.

کوردی سۆرانی

Arabic

إذا كنت أنت أو أي شخص تعرفه بحاجة إلى مساعدة لفهم أو قراءة هذه الوثيقة، الرجاء الاتصال على الرقم اعلاه، أو مراسلتنا عبر البريد الإلكتروني

عربي

Urdu

اگر آپ یا آپ کے جاننے والے کسی شخص کو اس دستاویز کو سمجھنے یا پڑھنے کیلئے مدد کی ضرورت ہے تو برائے مہربانی مندرجہ بالا نمبر پر ہم سے رابطہ کریں یا ہمیں ای میل کریں۔

اُردو

Farsi

اگر جناب عالی یا شخص دیگری که شما او را می شناسید برای خواندن یا فهمیدن این مدارک نیاز به کمک دارید لطفاً با ما بوسیله شماره بالا یا ایمیل تماس حاصل فرمایید.

فارسی

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Welcome

We are pleased to introduce Rotherham MBC's second Single Equality Scheme.

Rotherham is a diverse, vibrant and changing community and we hope this new scheme will build on the first one, ensuring that everyone in the borough has an equal opportunity to fulfil their potential and to play a full part in our community.

Although we have made good progress in recent years, inequality, prejudice, harassment and discrimination still exist and we must work with our partners across all sectors to challenge and overcome this.

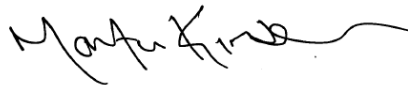
We intend to use the Public Sector Equality Duty as a platform to make a real difference for men and women, children and young people in Rotherham through services that respond to the needs of our diverse community at every stage of their lives.

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



Councillor Roger Stone

Leader of the Council



Martin Kimber

Chief Executive

Introduction

Welcome to Rotherham MBC's 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.

Rotherham MBC 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 MBC has prioritised equality 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 was recognised nationally in 2009 through becoming the first council in the country to be accredited as an Excellent Authority under the Equality Framework for Local Government which replaced the former Equality Standard for Local Government.

Rotherham MBC has been one of the leading local authorities in partnership working and this includes our approach to equality. For example under the auspices of Rotherham Partnership (our Local Strategic Partnership) we produced Rotherham's first Women's Strategy. In conjunction with the local District Police and the voluntary and community sector we are actively promoting community cohesion and our successful Schools Linking Project is helping pupils to explore diversity and identity through visits and curriculum work. Rotherham has a well established Lesbian, Gay, Bisexual & Trans inter agency group; several partners are developing the next Rotherham Joint Carers' Strategy; and the Mosque Liaison Group is a multi-agency forum to engage with the Muslim community.

This Single Equality Scheme sets out our equality vision and how we intend to achieve it over the next five years. Our scheme covers the following eight equality strands:

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

This corresponds to the "relevant protected characteristics" of the Equality Act (2010), which covers age, disability, gender reassignment, race, religion and belief, sex and sexual orientation. The Act also specifically covers pregnancy and maternity; and marriage and civil partnerships for certain provisions. Carers of disabled people or older people are protected from discrimination and harassment through provisions covering what is known as "discrimination by association".

Public Sector Equality Duty

General equality duty

Under the Equality Act (2010) the Council has a general duty to promote equality. This new general equality duty replaces the previous public sector equality duties (for race, disability and gender) and covers the nine “relevant protected characteristics” mentioned above. The duty requires public bodies to be proactive in embedding equality in policies, commissioning, decisions and service delivery, and keeping them under review.

In summary, the Equality Duty requires the Council to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between different groups
- foster good relations between different groups - tackling prejudice and promoting understanding

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.

Advancing equality of opportunity involves having due regard to the need to:

- address disadvantages people experience because of their protected characteristics
- meet the needs of people with certain protected characteristics where these are different to the needs of others
- encourage participation in public life and other activities by people with certain protected characteristics (where their participation is disproportionately low)

Fostering good relations means tackling prejudice and promoting understanding.

Specific duties

There are also specific duties that local authorities are required to meet that came into force on 10 September 2011, which help us work towards meeting the general duty.

1 Publishing information

We had to publish information by 31 January 2012 (6 April 2012 for schools) showing how we are complying with the general equality duty, and from then on each year. This has to include information about

- our workforce
- how our policies and practices affect groups of people who share one of the protected characteristics listed on page 1

To make it easy to find our information there are three dedicated pages on our website with detailed published information and further links to other internal or external pages:

Rotherham MBC Equality Policy and Single Equality Scheme

Corporate information:

http://www.rotherham.gov.uk/info/200041/equality_and_diversity/200/qualities_and_diversity/6

Directorate information:

http://www.rotherham.gov.uk/info/200041/equality_and_diversity/200/qualities_and_diversity/7

Employment information:

https://www.rotherham.gov.uk/info/200041/equality_and_diversity/554/equality_in_employment/1

2 Equality objectives

We have to publish one or more equality objectives by 6 April 2012 (and from then on every four years) that we will need to achieve to meet the aims of the general duty. These equality objectives must be both specific and measurable.

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 70% of the borough's land area is rural, 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 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, although the decline of the traditional industries has had a lasting effect in the borough.

In 2009 Rotherham had a total population of 253,900 people, living in approximately 108,000 households. In terms of the gender split 129,500 people (51%) were female and 124,400 (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 48%, from 41,500 in 2008 to 61,400 by 2028. The fastest rate of increase is for people aged over 85, projected to increase from 5,000 in 2008 to nearly 10,000 by 2028.

Based on figures from 2009/10 it is estimated that 19,000 people or 7.5% of the population belong to Black and Minority Ethnic groups in Rotherham, compared to 17.2% in England as a whole. The largest minority ethnic group in Rotherham is the Pakistani and Kashmiri community, accounting for 3% of the total population. The Black African population has had one of the highest growth rates of any ethnic group in Rotherham, increasing from 200 people in 2001 to approximately 1500 in 2009. Migration flows change over time and economic recession resulted in lower migration in 2008/09 and the indications are that this trend has continued. Unlike most areas in England, National Insurance Registrations from 2002 - 2010 show that people from Slovakia outnumber people from Poland in Rotherham, with local evidence showing that the majority of Slovak people are from the Roma community, numbering approximately 2000 people, many in family groups.

In Rotherham borough, there are 43,050 people entitled to disability related benefits, or 16.9% of the population (May 2011). This is well above the English average of 11.1% 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%. The number of carers in Rotherham is growing and was estimated to be 35,000 in 2010.

There are no specific census details or local statistics that provide an accurate picture of the demographic profile of Lesbian, Gay, Bisexual and Trans (LGB&T) people in Rotherham. Government survey evidence suggests 6% of the UK population are LGB 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 in

Rotherham. A survey by the Council in 2010 elicited over 100 responses from local LGB&T people and the Youth Service works with a number of LGB&T 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 2009 suggests minority religions have increased to 4.2%, including Muslims (3.7%), Hindus (0.2%), Buddhists (0.1%), Sikhs (0.1%) and Jewish people (0.02%).

Rotherham was the 53rd most deprived district out of 326 in England on the Indices of Multiple Deprivation in 2010 (68th in 2007), with major areas of deprivation in the urban areas in Rotherham town with pockets also in Maltby, Dinnington, Aston and Rawmarsh. The Indices of Deprivation domains that are most challenging are Employment; Health and Disability; and Education, Training and Skills. Rotherham is less affected by Living Environment (comprising quality of housing and outdoor environment). The ongoing challenge for the Council is 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 Community Development, Equality and Young People's Issues.

The Overview and Scrutiny Management Board co-ordinates and manages the workload of the four Scrutiny Select Commissions, ensuring that scrutiny of Council wide activities and those of other publicly funded bodies in the Rotherham area takes place. The four Scrutiny Select Commissions are listed below and detailed information about their roles and work is available on the Council website www.rotherham.gov.uk:

- Self Regulation
- Health
- Improving Lives
- Improving Places

Rotherham MBC is organised into departments known as Directorates. The Chief Executive and the Strategic Director from each of the four Directorates, together with the lead officers for Commissioning, Policy and Performance; Human Resources; Legal Services and Public Health form the Strategic Leadership Team (SLT). The directorates are:

- Children and Young People's Services
- Environment and Development Services
- Neighbourhoods and Adult Services
- Resources

Rotherham MBC and Our Approach to Equality

Rotherham MBC is committed to ensuring that our policies and strategic frameworks take into account people's different needs in a range of local services, including health, social care, education, transport and economic 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 8.

The Council has demonstrated its ongoing commitment to equality by establishing a centralised Community Engagement Team within the Resources Directorate with responsibility for equality and community cohesion. The Equality Champions Group (ECG) plays a significant role in implementing and driving all equality work across the Council, and is chaired by the Cabinet Member for Community Development, Equality and Young People's Issues. Our overall structure for work on equality in Rotherham MBC is shown in Appendix 2.

We will implement robust processes to performance manage our work on equality to deliver the aims set out in this scheme. Clear objectives that focus on outcomes, with timescales and performance measures, are included in our action plans so that progress may be monitored. We will publish details of our progress towards meeting our equality objectives across all areas of equality work, on our website www.rotherham.gov.uk

Our equality objectives, which focus on outcomes, are developed based on community engagement, research and detailed information from a range of sources. This will include: service user profiles - who is or is not using services; customer satisfaction/user experience; outcomes of services; performance information; complaints; community profiles/community mapping; and local, regional or national research.

The scheme will be subject to scrutiny and comment through reports to Strategic Leadership Team, Cabinet, Overview and Scrutiny Management Board, Cabinet Member for Community Development, Equality and Young People's Issues Delegated Powers, Full Council, Joint Trades Union Consultative Committee, and the Equality Champions Group.

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.

The Overview and Scrutiny Management Board has overall responsibility for monitoring our work on equality and will delegate specific tasks to the Scrutiny Select Committees as appropriate.

To help us to achieve our aims and objectives and reduce inequality we will:

- involve and consult local people, partners and our employees
- 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 people are embedding equality in their work

Rotherham MBC Equality Policy and Single Equality Scheme

- promote equality through commissioning and procurement
- carry out detailed equality analysis to inform our decision making, services and policies
- use inclusive, effective and targeted marketing and communication to reach all communities
- be proactive in making Rotherham a safer and more inclusive borough through preventative work on safeguarding and hate incidents
- foster stronger communities through our work on community cohesion and through One Town One Community initiatives
- measure our own performance and benchmark with other organisations where possible

Equality Priorities

Our broad overall equality priorities are to:

- Ensure services are accessible, responsive and appropriate for all our community.
- Remove barriers that prevent people from fulfilling their potential.
- Tackle and prevent discrimination, bullying, harassment and hate incidents experienced by people in relation to their protected characteristics.
- Build a strong and cohesive community where people from different backgrounds develop positive relationships.
- Be recognised as an employer of choice for people from all communities.

Equality and Diversity Statement

Our Vision for Rotherham

Rotherham is a prosperous place and Rotherham people have choices and opportunities to improve the quality of their lives. Rotherham communities are safe, clean, and green and everyone can enjoy a healthy and active life.

The most important things that we do are:

- Making sure no community is left behind
- Providing quality education; ensuring people have opportunities to improve skills, learn and get a job
- Ensuring care and protection are available for those people who need it most
- Helping to create safe and healthy communities
- Improving the environment

The Council will work towards achieving this vision through our roles as community leader; service provider and/or commissioner; and employer, by promoting fairness and equality of opportunity and by valuing the diversity of our community.

We will work with our partner agencies to reduce inequalities and to improve the social and economic well-being of the borough through our initiatives under:

Rotherham One Town One Community

...where people join together to build a better Rotherham for all

Our aim is to make sure that all people have the same right of access to services and employment and benefit from them equally well. It is important that we remove barriers that prevent or limit people from accessing services; or from participating in employment; learning opportunities; social and leisure activities; or community and public life.

We recognise that harassment and violence damages people emotionally and physically, limiting their life choices and opportunities. We are committed to preventing and tackling bullying, harassment and hate incidents so that all people in the borough are safe from harm.

As a Community Leader we will:

- 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.
- Celebrate the diversity of people within the Rotherham area.

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.
- Identify positive opportunities to promote equality in service delivery.
- 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.
- 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 equality 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, 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.

Statements for Equality Groups

The Council will seek to identify where groups or individuals face particular disadvantage and consider how services and employment practices can best respond. The following statements show our commitments and important issues in relation to different equality groups.

Disabled People

Rotherham MBC opposes discrimination on the basis of disability and adopts the Social Model of Disability (see glossary). This model considers barriers, negative attitudes and exclusion by society (whether deliberate or not) to be the main reasons why people are 'disabled' rather than because they have an impairment or condition. We are committed to promoting equality for disabled people and to removing barriers wherever they occur, and in particular in relation to education, employment, housing, transport, leisure, training, and access to services, information and buildings.

The Council supports being Positive about Disabled People and has the two tick symbol for employment. As an employer we will seek to address barriers to employment and we will work to provide supportive and flexible working arrangements that enable disabled employees to achieve their full potential and career aspirations. It is also important that we support staff who experience changes in their individual circumstances or needs; thus ensuring we retain experienced and valuable staff.

We know that disabled people experience discrimination; stereotyping and negative attitudes and we will deal with bullying, harassment and hate incidents directed towards disabled people through our hate incident procedures.

Lesbian, Gay and Bisexual People

Rotherham MBC recognises that lesbian, gay and bisexual people may 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. 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.

We are working with partner agencies to raise awareness and build the capacity of service providers to be inclusive of Lesbian, Gay and Bisexual people's needs; to dispel myths and tackle discrimination and stereotyping; and to develop and support networks for local Lesbian, Gay and Bisexual people.

People with Caring Responsibilities

Rotherham MBC acknowledges the vital role played by carers in supporting people in the community who are frail, ill or disabled, have mental ill-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 we need to make sure that other services also 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 men and women who are parents and/or carers are able to combine their work and caring responsibilities without fearing this will limit their career aspirations.

Race

Rotherham MBC 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.

We recognise that Black and Minority Ethnic 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. The Council will work with our partners to take all necessary measures to prevent, tackle and monitor racial harassment, hate incidents and discrimination.

Religion and Belief

Rotherham MBC 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.

The Council 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 understanding and dialogue between different faith communities, and between faith and non-faith communities, so that we build a stronger and more cohesive community.

Trans People

Rotherham MBC is committed to promoting a safe and supportive environment for trans people in the community and at work through developing greater awareness and understanding of gender identity and trans issues. 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 incident procedures include transphobic incidents and we will be taking forward preventative work on all forms of hate incident.

We are working with a range of partner agencies to enhance the capacity of service providers to be inclusive of trans people's needs; to tackle discrimination and stereotyping; and to develop and support networks for trans people in Rotherham.

Women and Men

Despite over 40 years of legal rights to sex equality, discrimination still exists and women and men may both experience barriers in accessing services and be disadvantaged by gender stereotyping in employment and education.

On average women still 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 and they 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.

Rotherham MBC is committed to tackling sex discrimination. We will develop services and employment practices that are flexible and responsive to the needs of women and men. We will also challenge traditional gender expectations and stereotyping that limit the aspirations and opportunities of women and men.

Work with partner agencies will continue to tackle and prevent sexual harassment and domestic abuse and to provide support for those who experience it.

Younger People and Older People

Rotherham MBC 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.

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.

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 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 Council’s Equality Policy and Single Equality Scheme and accounting for progress. Member Scrutiny Committees 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 Chief Executive through the Strategic Leadership Team, supported by the Equality Champions Group, Community Engagement Team and Human Resources.

Monitoring and Evaluating Equality

We are committed to monitoring and measuring our achievements on fairness, equality and diversity to ensure we 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, and with other local authorities.

Resources

The Council is committed to integrating equality policy into mainstream service planning and budget allocation. Each Directorate has an Equality Champion to co-ordinate the implementation of the policy at a Directorate and service level.

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

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:

- Human Rights Act 1998
- Carers (Equal Opportunities) Act 2004
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- Work and Families Act 2006
- Equality Act 2010

The Equality Act (2010) is now the principal equality legislation and refers to “relevant protected characteristics” and this covers:

- Age
- Disability
- Gender reassignment
- Maternity and pregnancy
- Marriage and civil partnership
- Race, ethnic or national origin, colour or nationality
- Religious or other philosophical beliefs (and people without such beliefs)
- Sex (Gender)
- Sexual Orientation (Sexuality)

Carers of older people or disabled people are not listed as a protected characteristic under the Act but are covered from discrimination and harassment “by association”.

We recognise that some people may experience multiple discrimination and our legal responsibilities towards them under the legislation overlap. The Council will seek to identify where groups or individuals face particular disadvantage and consider how services and employment practices can best respond. Through this policy we aim to ensure good equality 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. Rotherham MBC 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 positive examples of successful initiatives and current good practice in Rotherham across all equality groups that we aim to build on for the future. Many of these initiatives are delivered through effective partnership working and the Diversity Peer Challenge review in 2009 recognised the strong partnership ethos throughout the Council commenting that: "It is respected by partners and stakeholders and seen as supporting partners' equality objectives and vice versa". Specific examples of positive equality outcomes for communities through working with partners were commended, including:

- **Park View lunch club** – genuine community engagement in action
 - **Rotherham Women's Strategy** - considered an example of best practice
 - **Speak Up** – project for people with learning disabilities
 - **Access All Areas** – work placement initiative (see below)
- **The 'Hot Spots' project** created a partnership approach to address Affordable Warmth, finance, safety and health. The project enables customer-facing officers to use a single point of contact with a householder, to provide energy saving and grants advice, Home Fire Safety Checks, a Benefit Entitlement Check and Stop Smoking Advice and Support. This project delivers a number of improved outcomes for people including savings on energy bills and access to additional welfare benefits. In 2010-11 the project generated the following referrals in Rotherham – 607 to the Pensions Service, 441 for energy, 180 to the NHS and 288 to the Fire Service.
- **Rotherham Schools Linking Project** is a partnership initiative between the Council, the Catholic Diocese of Hallam and the national Schools Linking Network. The project links schools with different pupil populations, in respect of ethnicity, faith and socioeconomic background of pupils. By working together on joint activities and visiting each other's schools, the project aims to help children and young people explore their identity and community, understand diversity and develop dialogue with others. Feedback from Headteachers and teachers involved in school linking in Rotherham has been positive. Good friendships, fun and more confidence were just three positive outcomes that pupils from Clifton Community Arts School, Dinnington Comprehensive and St Bernard's Catholic High School said they had achieved following their Schools Linking Network activities which included creating a video animation and a weekend trip to Crowden Activity Centre.
- **Investors in People UK** revised their approach to recognition in 2009 when Rotherham MBC was amongst the first organisations in the UK to achieve gold status, the highest and most comprehensive level of recognition, in August 2009. Evidence requirements covered a wide range of areas including leadership, resourcing, organisational development, skills and capacity, and pay and reward. Many areas of good and excellent practice were identified and re-accreditation will be sought in 2013.
- **Rotherham Deaf Futures** is a local group with 12 members who are all profoundly deaf. Supported by RotherFed the group works with local agencies, businesses and statutory services to improve the quality of services for the profoundly deaf in Rotherham and to increase understanding of the needs of the profoundly deaf community. They are working closely with RotherFed to learn skills such as accounting, minute taking, communication and computer skills. This has been particularly hard as the majority of the group do not use English as their first language. The group have produced their top tips of do's and don'ts for providers to advise them of how to communicate with the profoundly deaf.

- **"Rotherham's Rainbow Road"** was the theme of Rotherham Lesbian, Gay, Bisexual and Trans (LGB&T) Inter-agency group's stall in the One Town One Community Partnership tent at Rotherham Show in 2011. The stall was staffed by workers and volunteers from partner organisations including TranSupport, Victim Support, South Yorkshire Fire & Rescue, NHS Rotherham and Rotherham MBC. A range of activities took place over the weekend including the creation of a very eye-catching and positive 10m long original piece of artwork "Rotherham's Rainbow Road" which was displayed in Rotherham Library and Arts Centre during LGB&T History Month in February 2012. 84 people responded to a short survey to obtain views on holding a Rotherham Pride and to gauge interest in finding out more about TranSupport (local community group for Trans people) and in forming a new LGB group. There was strong support for holding a Rotherham Pride and a new community group Rotherham LGBT was launched in February 2012.
- **Access All Areas** commenced in 2009 and since then has provided over 200 work experience placements for people who have a disability or long term health condition. Each person is carefully matched to the right placement, with the Council or one of its partners, to ensure a successful placement.
- **Rotherham Carers Centre** will have been open two years in May 2012 and provides a one stop shop for carers to receive information, advice and signposting to appropriate services and agencies. Carers Support Officers are available at the Carers Centre to identify, assess and record carers' needs. A range of partners work with the centre and other specialist workers have a regular presence in the centre to offer information and advice on subjects such as benefits, learning opportunities, breaks from caring, flexible working, legal matters, health information and services. Achievements in the period from May 2011 to April 2012 include:
 - Footfall of 4000 through the doors at Carers Corner
 - Increase to 1150 Carers on Carers Register
 - New training programme developed by Carers
 - 1100 Carers supported to access services
 - 400 Carers Assessments by Carers Support Officers
 - 20 Outreach Events
 - Forums using the Carers Corner - Carers Forum, Care4Carers and Rotherham Parent Carers Forum
- **Safe in Rotherham (SIR)** is an initiative of Rotherham Council in partnership with the Police, Fire Service and Chamber of Commerce. It is a safety scheme developed to support vulnerable adults to feel safer when they are out and about by offering a 'safe place' to go. Vulnerable people register with the scheme and carry a card containing details of a person to contact, which they can present to staff in buildings and businesses displaying the SIR logo if they feel lost, unwell, unsafe or harassed. The scheme has been such a success that it is soon to be extended to include older people.
- **Aiming High for Disabled Children –Short breaks.** In 2010, in an initiative supported and funded by Rotherham Council, the Children, Young People and Families' Consortium undertook a 10 week pilot involving seven VCS providers, coordinated by YMCA White Rose. The pilot focused on providing tailored, high quality activities for disabled children and young people, ranging from crafts and baking to DJ'ing and mixing music. Families could do activities together or the young person could attend the sessions independently. In March 2011 the Consortium successfully won the contract to provide a Short Breaks Programme for disabled children and young people, with YMCA White Rose continuing to act as the lead organisation responsible for the smooth running of this successful project.

- **Living in My Community Courses** delivered by Rotherham MBC Community Learning in community venues have helped people learn English through topics such as health, law, respecting your neighbours, fire safety, crime prevention, recycling, children and school, food and leisure. 141 learners from over 20 European, African and Asian nationalities have taken part in the courses and 35 have moved on to ESOL progression classes. Partnerships with the Fire Service and Rotherham MBC Waste Management continued to flourish, with learners signing up for recycling bins and smoke alarms. An initiative to encourage more Roma people to take part in the courses has been growing in success with NHS Rotherham support through the involvement of a Czech-speaking NHS Family Support Worker. Schools and Ferham Children's Centre have also encouraged Roma parents to take part to help them support their children at school.
- One Town One Community funding has enabled Rotherham United Community Sports Trust to secure funding from the Football Foundation to deliver a **new Modern Apprenticeship programme**. The 3-year programme is targeted towards young people aged 16 to 24 falling within Sport England priority groups because they are under-represented (these are girls, Black and Minority Ethnic young people and disabled young people). The role of the apprentices, in conjunction with Millers Community Sports Trust's experienced coaches, is to engage some of the hardest to reach young people.
- **Rotherham's Interfaith Group** organised a series of environmental projects in the area which have been made possible by funding they have secured from BBC Community Wildlife. The first of these was a tree planting at the Unity Centre in Rotherham, which was organised by REMA (Rotherham Ethnic Minority Alliance). The theme of the event was peace and unity and how different faiths can work together through involvement in environmental projects.
- **Golden Seven** is a community involvement project linking Area Housing Panels, Tenants and Residents Associations (TARAs), tenants, residents and volunteers together with vulnerable groups in Rotherham. The aim is to bring together 7 projects in 7 areas to produce 7 portfolios for each area, leading towards a 7-year sustainable project. Community volunteers are at the heart of the project and communities are developing skills and experience in each of the following categories: Black and Ethnic Minority communities; disability; homelessness; young people; young families; community spaces and older people. A residential weekend at Northern College in March 2011 trained the volunteers in project development to enable them to develop projects effectively in their area.
- Young People's Services support a flourishing **LGB Young People's Group** regularly attended by around 15 people and have recently established a new group for trans young people and their parents which is going well. The LGB Young People's group took part in the Nottingham Pride march with their banner in 2011, have been on a TV show with Gok Wan, and have also been interviewed by local radio about their experiences and the issues they face. They celebrated LGB&T History Month in February 2012 with a successful event where young people shared some very personal stories, as well as staging a multi-media art exhibition and some great musical performances. The group also carries out partnership work with teachers, parents and the Connexions service to support young people and help them achieve their potential. The next project will be to expand peer education work, training members who are 18 or over to go into schools and explain the devastating effect homophobic bullying can have.

Complaints

All complaints about Rotherham MBC 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 racism, homophobia and transphobia, or other forms of hate crime or hate incident; discrimination or harassment, can be reported on the hate incident eform on the Council website:

www.rotherham.gov.uk/forms/form/53/hate_incident_eform

or on www.report-it.org.uk/home for hate incidents related to homophobia, transphobia, race, religion or disability.

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.

Appendix 1

Glossary

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.

Commissioning and Procurement

Commissioning is the process of specifying, securing and monitoring services to meet people's needs at a strategic level. Procurement is the process of obtaining goods, works and services, both from in-house providers and from external organisations.

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.

Direct discrimination

Treating an individual or group differently and less favourably than others under comparable circumstances. This may be based on age, race, sexuality, ethnic origin, nationality, sex, religion or belief, marital or civil partnership status, disability or gender reassignment. Such discrimination is unlawful.

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.

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 analysis

A systematic process that enables the Council to identify and modify decisions, policies and practices that discriminate unfairly 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 assigned 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. People do not need to be under medical supervision to be protected from discrimination.

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 incident

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, gender identity 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

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 equality legislation "religion or belief" means any religion, or religious or philosophical belief. The courts or tribunals would consider various 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.

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 Rotherham MBC have to take to assist them in meeting the general equality duty.

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 trans people.

Trans

Trans is a wide umbrella term used to include people whose gender identity and/or gender expression differs from their birth sex. The term may include, but is not limited to; people who intend to undergo, are undergoing or have undergone gender reassignment, and others who define as gender-variant.

Transphobia

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

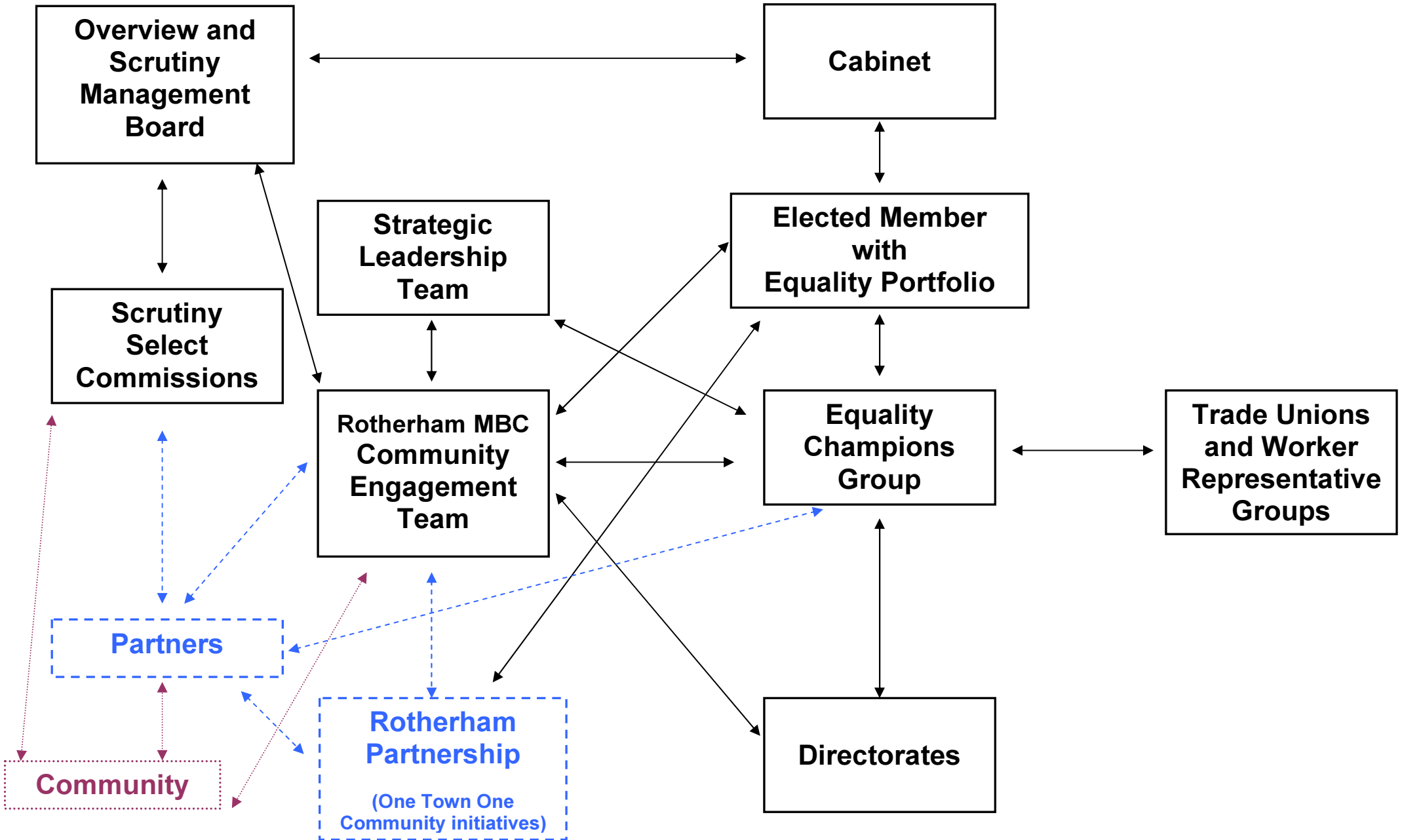
Victimisation

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.

WorkSmart

This is an initiative to modernize the way we work, to make the Council more efficient so we provide better services and help employees' work/life balance.

Appendix 2 Council structure for work on equality



Rotherham MBC 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.

Your contact details:

Name: (please print)

Email:

Address:

.....

If you wish to be added to our consultation database please put a cross in this box

You can email your comments to us at equality@rotherham.gov.uk or return this form by post to: Community Engagement Team
Rotherham MBC
Riverside House
Main Street
Rotherham S60 1AE

Rotherham MBC adhere to the Data Protection Act and the Freedom of Information Act

