

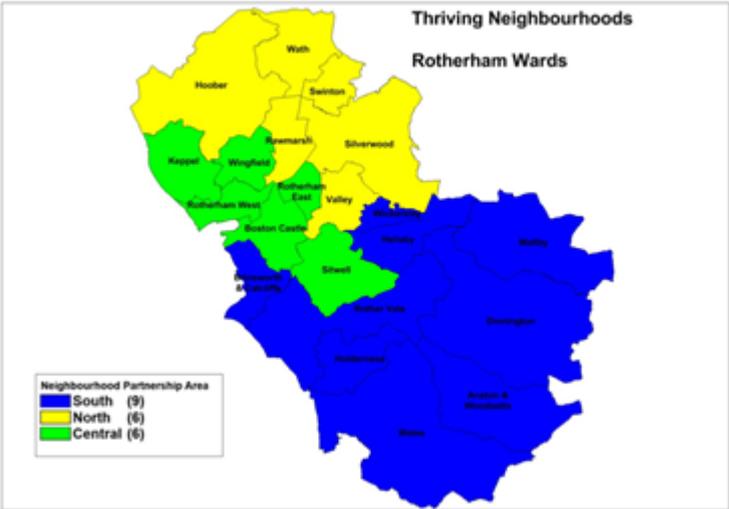
RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

Under the Equality Act 2010 Protected characteristics are Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Page 6 of guidance. Other areas to note see guidance appendix 1

Name of policy, service or function. If a policy, list any associated policies:	Thriving Neighbourhoods, The Rotherham Neighbourhood Strategy 2018-25
Name of service and Directorate	Neighbourhoods, Assistant Chief Executive Directorate
Lead manager	Jackie Mould, Head of Performance, Intelligence and Improvement and Martin Hughes, Head of Neighbourhoods
Date of Equality Analysis (EA)	6 th September 2018
Names of those involved in the EA (Should include at least two other people)	Tanya Palmowski, Performance Officer (Corporate) Jackie Mould, Head of Performance, Intelligence and Improvement Zaidah Ahmed, Corporate Equalities and Diversity Officer Miles Crompton, Policy Officer Michael Holmes, Policy Officer Rebecca Woolley, National Management Trainee

Aim/Scope (who the Policy /Service affects and intended outcomes if known) See page 7 of guidance step 1

A new neighbourhood working model and 12 month transitional plan was agreed on 10th April 2017 at the Cabinet/Commissioners’ Decision Making meeting, and endorsed by Council. The new neighbourhood working model was introduced in May 2017 and the last 16 months have seen the implementation of the programme across 21 wards in Rotherham. This transitional period has enabled ward members to develop ward based plans and engage with residents to identify important local issues and opportunities.



In year two there is further work required to adopt learning from year one and to embed the model consistently across wards.

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A 'Thriving Neighbourhoods – The Rotherham Neighbourhood Strategy 2018-2025' has been developed and the vision is for every neighbourhood to be a thriving neighbourhood, where people are able to work together to achieve a good quality of life.

The aim is to put communities at the heart of everything we do and to make people healthier, happier, safer and proud by:

- Working with communities on the things that matter to them
- Listening and working together to make a difference
- Supporting people from different backgrounds to get on well together.

There are a number of reasons for developing this strategy and introducing a fresh approach to working with local neighbourhoods:

- Communities are best placed to understand local issues and find local solutions to local problems
- We want to move away from 'doing to' to 'doing with' to get better outcomes
- Continuing austerity and pressure on public services mean that we have to work in a different way
- Recent Rotherham history – the Council wants to reach out to neighbourhoods and work together to help them thrive
- There are a wealth of social and community assets that are underutilised.

A successful strategy would see:

- Neighbourhoods that are safe and welcoming with good community spirit
- Residents happy, healthy and loving where they live
- Residents using their skills and assets to contribute to the outcomes that matter to them.

Delivery of the strategy will need to involve a number of key stakeholders including the Council, Councillors, partners (e.g. Police, NHS, schools, colleges and local businesses), residents and voluntary groups.

To make the strategy reality local people will be expected to:

- Get involved in their community
- Care for their environment and recycle more
- Be good neighbours and help protect the most vulnerable
- Take care of health and plan for the future
- Give honest feedback and let us know what isn't working
- Be proud of Rotherham.

In return, the Council will:

- Support communities via local councillors and a team of neighbourhood coordinators
- Provide dedicated funding for local projects

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- Build services around individuals and families
- Listen and act on feedback
- Work with partners to plan for the future.

The Neighbourhood Strategy will impact on all wards and no neighbourhood will be excluded. However a community needs analysis will be required to identify priority wards which face significant challenges and those which require early intervention and targeted support.

What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? See page 7 of guidance step 2

Key facts and statistics

- 263,400 people live in Rotherham Borough, about half living in and around the main urban area of Rotherham. The remainder live in smaller towns such as Wath, Dinnington and Maltby, and in numerous large villages and rural communities, all of which have their own distinct identities.
- 120,600 Rotherham residents are in employment whilst 106,000 people have workplaces in the Borough, giving a net outflow of 14,700 workers. One in five workers who live in Rotherham are employed in Sheffield and another one in five work elsewhere outside Rotherham.
- 45,259 children attend 117 Rotherham schools.
- Rotherham has a similar age profile to the national average and in common with the national trends, the population is ageing. Central Rotherham has a younger population than average whilst the more suburban and rural areas, mainly in the south of the borough, have older age profiles.
- One in four residents (25.2%) are aged 60 years or over and 22,500 people (8.5%) are aged 75 years or over. Rotherham has 56,900 children aged 0-17 (21.6% of the population).
- Rotherham's Black and minority ethnic (BME) population was 8.1% in 2011 and is now estimated at around 11%. The central area of Rotherham is far more ethnically diverse than the rest of the Borough. The largest minority ethnic group is Pakistani & Kashmiri (4% of the population), followed by the Slovak & Czech Roma (1.5% of the population). Rotherham also has smaller Black African, Indian, Chinese, Irish and Arab communities, all with between 500 and 2,000 people.
- The 2011 Census showed that 56,588 (22%) of Rotherham's population had a long term health problem or disability and 11.3% said their day-to-day activities were limited a lot by long term conditions (8.3% nationally). In November 2016, 30,306 Rotherham residents (11.6%) claimed Disability Living Allowance (16,680), Personal Independence Payment (6,100) or Attendance Allowance (7,516).
- One in six homes is rented from the council and although house prices have risen over the years, they are about half the national average.
- Rotherham Borough has 63 councillors representing 21 wards. 43% of councillors

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are women and 5% are BME.

- There are 30 parish councils in Rotherham covering half the population.
- Most neighbourhoods in Rotherham offer a good living environment and 78% of adults are satisfied with their local area as a place to live.
- Despite improvements overall, some areas of Rotherham are affected by high economic and social deprivation. Rotherham is the 52nd most deprived district in England according to the Index of Multiple Deprivation 2015, which showed 19.5% of residents living in the 10% most deprived areas nationally.
- Central Rotherham forms the main area of high deprivation although there are also pockets in Maltby, Rawmarsh, Dinnington, Thurcroft, Wath, Swinton and Aston. The main forms of deprivation affecting Rotherham are low levels of qualification, poor health, high rates of disability and high worklessness, notably long term sickness.
- Adult qualification levels in Rotherham are below average, including the proportion of the population with higher qualifications which reflects Rotherham's industrial legacy. However, most pupils attending Rotherham's schools have attainment slightly above the national average. Rotherham colleges provide good quality further education and the new University Centre offer higher education courses.

New Neighbourhood Working model

The review of Neighbourhood Working involved detailed consultation with Area Assembly Chairs and Vice Chairs. Community consultation was also conducted during the implementation of the new neighbourhood model, with local intelligence provided by Councillors and partners and account taken of demographic information.

Area and ward profiles

Area and ward profiles have previously been developed and these include demographic, social, economic and service related information including:

- Description
- Population and population by age
- Ethnic group
- Housing and households
- Employment, benefits and pensions
- Industry of employment
- General health and disability
- Lifestyle and specific health issues
- Education
- Libraries
- Crime and anti-social behaviour
- Deprivation

Ward Plans

The Ward Plans have proven useful in providing a reader-friendly summary of local information, known and emerging issues and planned actions. The socio-demographic information within the plans includes:

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- Households
- Deprivation
- Health
- Education
- Crime and Anti-social behaviour (ASB).

Although the demographic information included in the plans touches on some of the protected characteristics, these do not include consideration of the impacts and barriers in relation to them all.

To ensure the needs of different people and communities are considered, it is recommended that future iterations of the ward plans include a specific section relating to equalities, including:

- Statistics relating to people with protected characteristics
- Identify how people from the different equality groups will be involved
- Detail how the needs of these groups will be taken into account.

Engagement undertaken with customers. (date and group(s) consulted and key findings)
See page 7 of guidance step 3

New Neighbourhood Working model

The new neighbourhood working model has been well received, with elected members reporting that the new arrangements have improved the quality of engagement with residents and provided a greater understanding of both local needs and current assets within their wards. Members have also reported increased engagement with residents at local surgeries and some members have worked with partners in police and housing to deliver joint surgeries. Activities have included:

- “Councillors on tour” and ward walks
- Ward plan celebration events
- Community drop-ins
- “Meet your councillor” events at supermarkets, summer fayres and galas, and coffee mornings
- Outreach activity to sheltered housing or residential homes
- Dragons Den community funding events
- Formal scheduled ward network events involving the public and local voluntary, community and faith groups
- The “Wingfield Wednesday” group where members meet every six weeks with schools, children’s services, housing, highways and the police to discuss issues
- Increased use of email, Facebook, Twitter, blogs and newsletters, as well as linking to school email systems to disseminate information to parents.

The neighbourhood working annual report highlighted that further work is required to develop partnership forums at ward and area

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	<p>level to engage statutory services and voluntary and community groups in place planning.</p> <p>The report also included the following recommendations relating to communication and engagement:</p> <ul style="list-style-type: none"> a) Promote the Thriving Neighbourhoods Strategy amongst residents, community organisations, Council staff and partners in order to get people involved and to explore opportunities for joint delivery. b) Ensure that members, Council officers, partners and local people know where to find information on local assets and that the information is regularly refreshed to ensure it remains accurate. c) Provide support to community groups, particularly in relation to developing a constitution and applying for funding, or ensure they are consistently signposted to support that is already available (i.e. from VAR or RotherFed). <p>Ward Plans The Ward Plans include a specific section relating to monitoring and engagement. They also include details of Councillor’s Surgery (face-to-face meetings held by councillors for local people to raise issues in their area. They can take the form of a walkabout in the area or sit-down meetings).</p> <p>Neighbourhood Strategy The aim of the strategy is to support councillors in their community leadership role, engage a wider and diverse range of local people, to build the capacity of community and voluntary sector organisations, tackle locally identified priorities and to draw in support from council departments and other agencies.</p> <p>Further actions required - In addition to implementing the recommendations from the Neighbourhood Working Annual Report, a Neighbourhoods Communication and Engagement Strategy is required to support the delivery of the Thriving Neighbourhoods Strategy. This should include details of those to be consulted, to demonstrate that different people’s views have been taken into consideration.</p>
<p>Engagement undertaken with staff about the implications on service users (date and group(s)consulted</p>	<p>New Neighbourhood Working model</p> <p>Prior and during the new neighbourhood working model and structure being implemented, staff were consulted throughout the process.</p> <p>To oversee the new neighbourhood model, an Elected Member</p>

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and key findings)
See page 7 of guidance step 3

Working Group was established chaired by the Cabinet Member for Neighbourhood Working and Cultural Services and comprising of:

- Area Assembly Chairs/Vice Chairs
- A member of the Opposition Group and
- Supported by the Chief Executive and senior internal/external partners

Neighbourhood Strategy

The Neighbourhoods Strategy has been developed with support from Council Officers and input from the Strategic Leadership Team.

In order to deliver the Thriving Neighbourhoods Strategy a programme board has been established which brings together Council Officers from across all directorates and the board will be expanded in the future to include partners.

Councillors, staff and partners will play a vital role in the delivery of the Thriving Neighbourhoods Strategy. The programme plan will need to take into account:

- Engaging and developing the workforce to deliver an asset based approach
- Developing and enhancing the skills of members
- Strengthening the approach to 'every contact counts'
- Understanding our assets.

The Analysis

How do you think the Policy/Service meets the needs of different communities and groups? Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive - see guidance appendix 1 **and** page 8 of guidance step 4

The changes previously made and implementation of the Neighbourhoods Strategy should have a positive impact on all communities. However the level of support provided to neighbourhoods will need to be reviewed based on specific need.

The proposals to enhance and support neighbourhood working should improve the Council's ability to respond to the specific needs of Rotherham's increasingly diverse communities. The needs and requirements of the citizens, businesses and communities in each ward are different and the new approach allows the flexibility to respond to these needs by making the ward the building block for community engagement.

Additionally Ward Plans ensure a targeted response to community concerns and priorities.

Analysis of the actual or likely effect of the Policy or Service:

See page 8 of guidance step 4 and 5

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Does your Policy/Service present any problems or barriers to communities or Group? Identify by protected characteristics Does the Service/Policy provide any improvements/remove barriers? Identify by protected characteristics

The actions outlined in the action plan below should help to identify any problems or barriers in relation to communities or groups.

What affect will the Policy/Service have on community relations? Identify by protected characteristics

In order to deliver the Neighbourhood Strategy we must work in a different way, with Councillors as champions of their communities, harnessing resources and driving action.

Thriving Neighbourhoods is about the Council and residents working together to achieve better outcomes and improve quality of life. It will do this by bringing together those who care about the local neighbourhood to cooperate and make a positive difference.

We will take an “asset-based” approach, drawing on existing strengths in the community. This means tapping into the knowledge and skills of individuals; understanding the value of relationships between families, friends and informal networks; and recognising the importance of local community and voluntary groups, as well as physical assets such as buildings, parks and other public spaces.

We want to work with every neighbourhood across the borough and recognise that they have different assets and different strengths.

Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

Website Key Findings Summary: To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

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Equality Analysis Action Plan - See page 9 of guidance step 6 and 7

Time Period

Manager: Jackie Mould, Head of Performance, Intelligence and Improvement and Martin Hughes, Head of Neighbourhoods

Service Area: Neighbourhood Partnerships, Assistant Chief Executive Directorate Tel: 01709 23618

Title of Equality Analysis:

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

List all the Actions and Equality Targets identified

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Utilise the area and ward profiles to identify priority wards which face significant challenges and those which require early intervention and targeted support.	All	
Refresh ward plans to include a specific section relating to equalities, including: <ul style="list-style-type: none"> • Statistics relating to the protected characteristics • Identify how people from the different equality groups will be involved • Detail how the needs of these groups will be taken into account. 	All	
Recruit a dedicated Communications and Marketing Officer for Neighbourhoods, to lead on the development and delivery of a Neighbourhoods Communication and Engagement Strategy	All	
Develop a detailed Neighbourhoods Communication and Engagement Strategy to support the delivery of the Thriving Neighbourhoods Strategy. (This should include details of those to be consulted, to demonstrate that different people's views have been taken into consideration)	All	

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<p>Thriving Neighbourhoods Strategy programme plan to include the support of Councillors, staff and partners including:</p> <ul style="list-style-type: none"> • Engaging and developing the workforce to deliver an asset based approach • Developing and enhancing the skills of members • Strengthening the approach to 'every contact counts' • Understanding our assets. 	All	
<p>Monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.</p>	All	
<p>Complete further EA's in the future should there be further changes to services resulting from implementing the strategy.</p>	All	
<p>Name Of Director who approved Plan</p>		<p>Date</p>

*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

Website Summary – Please complete for publishing on our website and append to any reports to Elected Members SLT or Directorate Management Teams

<p>Completed equality analysis</p>	<p>Key findings</p>	<p>Future actions</p>
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Completed equality analysis	Key findings	Future actions
<p>Directorate: Assistant Chief Executive Directorate</p> <p>Function, policy or proposal name: Thriving Neighbourhoods Strategy</p> <p>Function or policy status: New (new, changing or existing)</p> <p>Name of lead officer completing the assessment:</p> <p>Tanya Palmowski Jackie Mould</p> <p>Date of assessment: 06th September 2018</p>	<p>The strategy itself will not directly affect or be affected by the characteristics of any communities or individuals.</p> <p>Any changes to services resulting from implementing the strategy will be subject to their own EA.</p>	<p>Following consultation and any future service changed will be subject to their individual EA's</p>