

PART A - Initial Equality Screening Assessment

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

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title

Title: Rotherham Show 2020

Directorate:
Regeneration & Environment

Service area:
Culture, Sport & Tourism

Lead person:
Sara Hudson, Events Manager

Contact number:
01709 255755

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

2. Please provide a brief description of what you are screening

Following COVID-19 and advice from national government relating to events and mass gatherings it is proposed to cancel this year's Rotherham Show. This screening assessment aims to ensure that this does not disproportionately affect protected characteristic groups.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	X	
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	X	
Have there been or likely to be any public concerns regarding the proposal?	X	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect the Council's workforce or employment practices?		X

If you have answered no to all the questions above, please explain the reason

Has there been or is there likely to be an impact on an individual or group with protected characteristics?

It is proposed to cancel the whole show and as such all partners and communities would be affected by this decision. Whilst groups with protected characteristic do attend the show they have been advised and consulted on the proposal which is in the interest of public safety.

Have there been or likely to be any public concerns regarding the proposal?

Many events and mass gatherings have been cancelled across the country including major national events such as Notting Hill Carnival. Consultation with Rotherham Events Safety Advisory Group (RESAG) has confirmed that locally and regionally there are no major events planned for the next three months until guidance from Government is relaxed. Although some rules and regulations are being relaxed the public appetite for events is low and the understanding of the need to protect public safety is high.

Could the proposal affect how the Council's services, commissioning or

procurement activities are organised, provided, located and by whom?

Artists, suppliers and services related to the show are commissioned in line with the Council's procurement guidelines. This work had not started for this year's show due to the lockdown and many artists and suppliers being furloughed.

Could the proposal affect the Council's workforce or employment practices?

This proposal operates within the Council's workforce and employment practices and is led by the Council's Events team.

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

Rotherham Show is the Council and the Borough's flagship cultural event, it brings together a diverse range of artists, performers and organisations and is the most visible celebration of diversity in the annual calendar. As such all groups will be affected by this decision.

The Production Board which support Rotherham Show has community representatives who have protected characteristics and have been consulted in the proposal. The proposal has also been discussed with Diversity Festival, which is a community led element of the Show with the largest representation of diversity. All are in agreement that under circumstances and given the high number of visitors to the show (circa 80,000) it could not go ahead this year without compromising public safety.

That said they all feel that some form of alternative is required to fill the gap left by the show and a Creative Recovery Programme is being developed which will consult with a wide range of communities. Trusted community partners such as Voluntary Action Rotherham, REMA, Rotherham United Community Sports Trust, and the Council's own Neighbourhoods and Communities teams have been involved in the development of this programme.

- **Key findings**

Positive Impact

Rotherham Show is a key vehicle for building community cohesion and seeks to represent the many and diverse communities across the borough. The Creative Recovery Programme offers an opportunity to expand to this, going to where communities are and building stronger engagement ahead of next year's show.

Negative Impact

The show is a key focal point for communities and its cancellation will leave a void for community cohesion and togetherness at such a difficult time.

The Creative Recovery Programme will need to ensure that our communities are represented and have been consulted. Thought will need to be given to locality of the activities, content, representation among the artists and performers who take part in the programme and a clear comms plan for how we will ensure that the programme has visibility within communities.

Each aspect of the programme will be tested for accessibility both in terms of physical and cultural barriers, ensuring that the programme provides access points for all communities.

Actions

- We will work with communities to create space within the Creative Recovery for their own expression which would otherwise have taken place at Rotherham Show.
- We will consult with focus groups of communities who have protected characteristics and therefore face increased barriers to employment, inclusion and accessibility
- We will ensure that communication is accessible and takes place at a local grass-roots level as well having borough-wide visibility
- We will use the alternative programme to learn and develop creating a more diverse and inclusive Rotherham Show in 2021

Date to scope and plan your Equality Analysis:

1 July 2020

Date to complete your Equality Analysis:

On the 'Creative Recovery' programme:
On the plan for Rotherham Show 2021

15 August 2020
30 November 2020

Lead person for your Equality Analysis
(Include name and job title):

Sara Hudson, Events Manager

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Leanne Buchan	Head of Creative Programming & Engagement	25 th June 2020
	Assistant Director,	

Polly Hamilton	Culture, Sport & Tourism	
Waheed Akhtar	Communities Manager Policy, Performance and Intelligence	26/6/20

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	26 th June 2020
Report title and date	Rotherham Show 2020
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet 13 th July 2020 Publication on 29 th June 2020
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	25 th June 2020