

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: The Year Ahead Plan	
Directorate: Chief Executive	Service area: Policy, Performance and Intelligence
Lead person: Jackie Mould Head of Policy, Performance & Intelligence	Contact number: 01709 823618
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify	
Update report covering the COVID19 workstreams in place.	

2. Please provide a brief description of what you are screening
This is the Year Ahead Plan for the Council. This plan will effectively be the Council Plan for operating within and recovering from the Covid-19 pandemic. It will capture the key actions through to May 2021 and provide a basis for the development of a longer-term plan for the borough.

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

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?**

COVID 19 impacts all of the population of the Borough, with those who are older, BAME communities and those with pre-existing health conditions particularly at risk. Additionally, the pandemic has changed the way that our residents live their daily lives and some groups may be more vulnerable to the adverse impacts of these changes.

The plan sets out the priority actions that will be taken between September 2020 to May 2021. Equality and social justice is a cross-cutting strand within the plan, meaning that consideration of the equality implications has factored into the development of all five themes. The plan also outlines specific underpinning activity that will take place to further equality and social justice within the borough.

- **Key findings**

Some of the key equality issues relating to the pandemic which have been identified include:

- Certain groups are at a greater risk of infection and/or are more clinically vulnerable if they do contract coronavirus. This includes older people, BAME groups, care home residents and those living in deprived communities.
- The economic impact of the pandemic has already been significant, and is likely to hit certain communities harder, particularly those already experiencing financial hardship.
- Similarly, the pandemic has changed the way that residents live their daily lives and some groups may be more vulnerable to the adverse impacts of these changes.
- The national and local situation has been rapidly changing and there is still much that we do not know with regards to the longer-term equality implications of the pandemic.

As the response is ongoing, it is not possible to reach any comprehensive conclusions on the extent to which COVID 19 has had a differential impact on those with protected characteristics. Further work will need to be done as we deliver the Year Ahead Plan to determine what lessons can be learned about the impact of the pandemic on those with protected characteristics.

- **Actions**

Work is ongoing to identify the extent to which COVID 19 has had a differential impact on those with protected characteristics. Different leads and Directorates will be responsible for equalities within their themes and ongoing analysis of data and intelligence with regards to equalities will continue to take place. Each of the themes will need to undertake Form B assessments following what has been identified in the Form A screening of this report.

Additionally, within the plan, one of the key crosscutting actions is to carry out a review of

equalities and social justice. This will be a key piece of work to understand the issues in Rotherham and identify how the council can make a measurable difference to further equality.

Date to scope and plan your Equality Analysis:

To be determined depending on national situation.

Date to complete your Equality Analysis:

As above

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

Jackie Mould
Head of Policy, Performance & Intelligence

5. Governance, ownership and approval

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

Name	Job title	Date
Jackie Mould	Head of Policy, Performance & Intelligence	3 rd September 2020

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

3rd September 2020

Report title and date

The Year Ahead Plan

If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication

Date screening sent to Performance, Intelligence and Improvement
equality@rotherham.gov.uk