

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: Update on the Council Response to the COVID -19 Emergency

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:

☒ **Strategy / Policy**
☐ **Service / Function**
☒ **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 an update report on how the Council is currently responding to the COVID-19 global pandemic. This report provides an overview of how the Council is responding to the crisis, what this means for critical services and the critical issues being addressed

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. The report sets out in detail the Council's approach to delivering critical services for the vulnerable including those with protected characteristics. The report specifically covers some aspects of disability, age and faith/religious belief.

- **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 we live our 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 move into recovery to determine what lessons can be learned about the impact of the Council's actions 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. Individual workstreams have undertaken detailed equality analyses, and ongoing analysis of data and intelligence with regards to equalities will continue to take place.

Once the Council has reached a point where services can be reset, an overarching Equality Analysis of the actions taken during the COVID outbreak will be undertaken.

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
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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	1 st May 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	1 st May 2020
Report title and date	Update on the Council Response to the COVID -19 Emergency
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	