

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: Year Ahead Plan Quarterly Progress Report (to 30th September 2020)	
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	
Progress update on delivery.	

2. Please provide a brief description of what you are screening
The Year Ahead Plan, approved by Cabinet on 21 st September 2020, is the Council's plan for operating in and recovering from the Covid-19 pandemic. The purpose of the Plan is to support residents, communities and businesses through the challenges and uncertainty brought by the pandemic, helping them to build resilience and adapt. It sets out the headline themes and corresponding outcomes and key actions for

September 2020 through to May 2021.

Formal quarterly performance reports will be produced and presented to SLT and Cabinet Members. This report is the first relating to The Year Ahead Plan and covers activities undertaken up to 30th September.

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

The Year Ahead Plan is a strategic plan for the whole organisation to support the Council in responding to the COVID-19 pandemic. The actions within the plan are being delivered through various strategies, policies and programmes of work. Therefore, as each activity is progressed it will be the responsibility of the specified lead to ensure that an equality analysis is completed where this is applicable.

In recognition of the COVID-19 impacts on the whole population and particularly older people, those with pre-existing health conditions and from BAME communities, equalities and social justice has been included as a cross-cutting strand within the Plan. This means that issues relating to equalities and social justice feeds into every theme and will be considered throughout the duration of the delivery of the Plan.

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?**

- **Key findings**

- **Actions**

Date to scope and plan your Equality Analysis:

Date to complete your Equality Analysis:

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

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	

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	19 th November 2020
Report title and date	Year Ahead Plan Quarterly Progress Report (to 30th September 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	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	