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 – progress report	
Directorate: Assistant Chief Executives	**Service area:** Policy, Performance and Intelligence
Lead person: Jackie Mould, Head of Policy, Performance and Intelligence	**Contact:** jackie.mould@rotherham.gov.uk
Is this a: [X] **Strategy / Policy** [ ] **Service / Function** [x] **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 21st 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 second report relating to The Year Ahead Plan and covers activities undertaken up to 31st December.

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, disabled people and those with pre-existing health conditions particularly at risk. The Year Ahead Plan sets out the Council's approach to supporting all residents, communities and businesses through these difficult times, which includes those with protected characteristics.

All themes within the Year Ahead Plan will help to address the impacts that covid has had on all communities.

The Plan also includes a cross-cutting theme aimed at equalities and social justice to ensure all residents have a good quality of life and are able to achieve their potential, by:

- Overcoming unfairness caused by lack of access to economic opportunities
- Seeing an improvement in the life chances and opportunities of disadvantaged communities facing social barriers and affected by poverty and unemployment
- Making sure that services and information are accessible to all and taking action when decisions or policies are unfair or discriminatory
- Developing a positive environment and removing barriers to participation so that residents are able to contribute to decisions that affect their lives and their communities
- Inclusive communities where people feel safe, have a sense of ownership, and feel confident in reporting incidents of abuse or discrimination.

- **Key findings**

Each of the themes within the plan will help to address the impacts covid has had on local communities by:

Thriving Neighbourhoods

Providing practical support to isolated and vulnerable residents and to drive local activity and delivery of local improvements.

Learning from the experience of the pandemic to provide effective support to those affected by Covid-19, particularly the most vulnerable residents.

Better Health and Wellbeing

Assessing the impact that the pandemic has had on health inequalities to address the disproportionate impacts on certain groups and communities.

Supporting vulnerable adults to ensure they are protected and able to adapt and supporting children and young people to achieve their potential.

Economic Recovery

Supporting people to find jobs and supporting employers so that they can adapt and survive.

Maximising social value to create more local jobs, apprenticeships, and benefits for local communities.

New ways of Working

Increasing self-serve online services, whilst also providing assisted access for vulnerable customers and those who are unable to access services digitally.

Hope and Confidence

Ensuring ongoing communications with all communities.

Delivering a programme of events to bring communities together in a safe way and get people more active.

- **Actions**

The actions required include:

- Work is ongoing to identify the extent to which COVID 19 has had a differential impact on those with protected characteristics.
- As each of the activities within the Year Ahead Plan are progressed it will be the responsibility of the specified lead to ensure that an equality analysis is completed where this is applicable.
- Extend Year Ahead Plan and ensure equality actions are embedded within each of the themes
- New Council Plan to be developed to help respond to the impacts on local communities and those with a protected characteristic. A full equality analysis will also need to be completed.
- The Equalities Review will include consideration of the impact of the COVID outbreak on all protected characteristic groups.

Date to scope and plan your Equality Analysis:	Tbc (to be completed upon development of the new Council Plan)
Date to complete your Equality Analysis:	Tbc as stated above.
Lead person for your Equality Analysis (Include name and job title):	Tanya Lound Corporate Improvement and Risk Officer

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	24th February 2021
Report title and date	The Year Ahead Plan – progress report
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	01/03/21
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	