

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Year Ahead Plan extension	
Date of Equality Analysis (EA): 28th May 2021	
Directorate: Assistant Chief Executive's Directorate	Service area: Policy, Performance and Intelligence
Lead Manager: Jackie Mould	Contact: jackie.mould@rotherham.gov.uk
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (e.g. service user, managers, service specialist)
Jo Brown	Rotherham Metropolitan Borough Council	Assistant Chief Executive
Jackie Mould	Rotherham Metropolitan Borough Council	Head of Policy, Performance and Intelligence
Michael Holmes	Rotherham Metropolitan Borough Council	Partnership Officer
Becky Woolley	Rotherham Metropolitan Borough Council	Policy Officer

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

Covid-19 has had a fundamental effect on the way the Council works and will continue to affect how it operates in the short, medium and long term. The Year Ahead Plan sets out how the Council will work with all Rotherham communities, residents and businesses in these uncertain times; providing ongoing support to those who continue to be affected by the pandemic and helping to build resilience as we all adapt to the challenges ahead.

The key aims of the Year Ahead Plan are to:

- Continue to work with our residents and stakeholders, supporting them and adapting with them to meet current needs in light of the pandemic.
- Continue to manage the ongoing effects of the pandemic, including the local outbreak control plan.
- Continue to drive our ambitious plans for the borough wherever possible.
- Continue to develop and embed new ways of working.

What equality information is available? (Include any engagement undertaken)

Some contextual equalities information relating to Rotherham as a borough is outlined below. It should be noted that much of this data is drawn from Census information which is becoming increasingly dated; full data sets will be reviewed next year when information is available from the 2021 Census, providing a new reliable set of baselines.

- Population estimates indicate that the borough is becoming increasingly diverse with significant international migration, mainly from other EU countries. Based on

the 2011 census, the proportion of residents from Black and Minority Ethnic (BAME) communities increased from 4.1% in 2001 to 8.1% in 2011. The Pakistani community is the second largest ethnic group in Rotherham after White British, with 3% of residents in 2011 and 6.8% of school pupils in 2018.

- Rotherham's BAME population is very concentrated in the inner areas of the town whilst the outer areas were 96% White British in 2011. 42% of BAME residents live in areas that are amongst the 10% most deprived in the country and for some groups the figure is higher. This compares with the Borough average of 19.5%.
- The population is ageing; Rotherham has 52,299 people aged 65 years or over or 21.2% of the population, above the national average of 18.4% (2019). The population aged over 65 is projected to increase to 58,074 people by 2026, with the largest increase being in the number of people aged over 75.
- Rotherham had 56,588 people with a limiting long-term health problem or disability in 2011, with 11.3% saying this limits their activity a lot, compared with the average of 8.3% nationally. Although there have been health improvements, health inequalities remain and in some cases are widening.
- Rotherham has a polarised geography of deprivation and affluence with the most deprived communities concentrated in the central area whilst the most affluent areas are to the south, although the overall pattern is complex.
- Rotherham is one of the 20% most deprived areas in England with 12,667 children living in "absolute poverty" 2018/19.
- The inequality in the pay gap between men and women is substantial, whereby male workers in Rotherham earn £13,409 more than female workers, on average (median gross annual pay). This means women's pay in Rotherham is only 54.6% of men's pay, compared with 64.5% nationally.
- Health inequalities are also significant, both between the borough and the national average and between the most and least deprived communities in Rotherham.

In addition to these factors, the COVID-19 pandemic has exacerbated existing inequalities, with the most disadvantaged communities being hit the hardest.

Are there any gaps in the information that you are aware of?

Local data is not currently available for the LGBT+ population but should become available in the future. At the national level, estimates from 2017 based on survey work show 2% of the 16 and over population identifying as LGB with 4.2% in the 16 to 24 age group. In the absence of local data, the use of national data is appropriate.

The longer-term impacts of the COVID-19 pandemic, beyond immediate health concerns, are not currently known. The Council will continue to monitor this, including the impact of protected characteristic groups, as the borough moves into recovery.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Equality and social inclusion is a cross-cutting theme within the plan, and an update on equalities forms part of the quarterly updates on the plan. These updates are reviewed by both SLT and Cabinet and are publicly available online.

<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>As the plan has been developed as a response to COVID-19, an overarching engagement process was not feasible. However, engagement has taken place around individual projects, which has informed the actions that have been agreed as part of this plan and extension. Some examples include:</p> <ul style="list-style-type: none"> • Engagement with communities around the new Town Centre housing development. • Engagement with Rotherham Heroes, voluntary sector organisations and shielded/vulnerable individuals through the Rotherham Community Hub. • Engagement with local people in support of the delivery of the Local Outbreak Management Plan (and formerly, the Local Outbreak Control Plan.) <p>As part of the new Council Plan, which is being developed in the latter part of 2021, a comprehensive consultation and engagement programme will be carried out.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Multiple surveys have been undertaken with staff throughout the pandemic. The findings of these surveys have informed the development of the 'new ways of working' theme.</p> <p>One of the key equality implications of the COVID-19 pandemic has been around workforce wellbeing, acknowledging that some staff groups, including those with protected characteristics have experienced the last 12 months differently.</p> <p>Examples of action being taken to support the wellbeing of staff include that:</p> <ul style="list-style-type: none"> • The Council has produced wellbeing guides for staff. • A revised approach was taken to the PDR process for 2020-21 to ensure that the focus of the meetings was around the individual's wellbeing and any required reasonable adjustments that needed to be made. This approach will continue in 2021-22 with the focus firmly on support and wellbeing of each individual member of the workforce. • Staff receive regular communications through employee briefings, newsletters and team

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Where required, individual actions within this plan have undertaken an equality assessment and/or full equality analysis when they were taken through the Cabinet decision process. This equality analysis is focussed on the plan as a whole, considering the equality impacts relating to the broad themes. Individual equality analyses have been drawn from to complete this section.

Equalities and social inclusion is a crosscutting theme within the Year Ahead Plan. Examples of how this has fed into the actions agreed for the extension of the Year Ahead Plan are outlined below.

Thriving neighbourhoods

Work will continue to take place through various actions within this theme to engage with protected characteristic groups. Examples include:

- The Staff Volunteering Policy, where reasonable adjustments will be made to ensure that opportunities for staff to volunteer are open to all, including those with disabilities or caring responsibilities.
- Targeted campaigns (with partners) to increase the number of volunteering opportunities / volunteers from communities with protected characteristics through the Rotherham Heroes programme.
- The recruitment of a Community Organiser working to engage tenants from underrepresented groups (i.e. BAME, young, disabled, rural, working).
- Consultation with seldom-heard communities to develop the ward plans.

As well as engagement and outreach to protected characteristic groups, equalities data continues to be monitored in a number of areas, including through homelessness assessments, crisis food provision and the allocation of ward budgets.

Moreover, the refresh of the ward webpages will be made as accessible as possible and will be able to be read by accessibility software.

Better health and wellbeing

The better health and wellbeing theme includes activity around outbreak control. A full EA was completed around the Local Outbreak Management Plan, which outlined mitigating

actions that would be taken. One of the areas that will be monitored and fed through to the Year Ahead Plan is the ongoing work to communicate and engage with protected characteristic groups. Whilst this will be responsive to the evolving situation, it will build on positive work that has already taken place. Examples include:

- Distributing borough-wide leaflets to ensure that key information about restrictions and support available reaches those who are digitally excluded, which is more likely to be older people or people living in areas of high deprivation.
- Translating communications materials into the six most highly spoken languages within the borough after English. This has also included providing a toolkit of resources for community groups and faith leaders to share.
- Providing guidance documents for faith leaders, funeral directors and general public on safe conduct at funerals.

Actions to support both older and younger people are also included within this section of the plan, with a focus on supporting the disadvantaged. This theme also covers actions relevant to disability, such as My Front Door Activity. This programme seeks to provide support to adults with learning disabilities and autism to live a full and rich life.

In addition to these aspects of the plan, a central focus of the better health and wellbeing theme will be work around health inequalities, which has implications for nearly all protected characteristic groups.

Economic recovery

Addressing inequality is being considered through key actions within the economic recovery theme, such as the bids to be submitted to the Levelling up Fund. For all of these bids, consideration of the impacts on protected characteristic groups will be built into the proposals.

Moreover, engagement with local people, including protected characteristic groups has directly informed the development of local regeneration schemes. For instance, engagement with local people has informed the development of the Town Centre house build programme. Additionally, targeted engagement with underserved communities in Eastwood and Templeborough has shaped the Town Investment Plan.

This theme also includes an action to deliver on library schemes. The Library Strategy was agreed in October and aims to improve the accessibility of libraries, meaning this is likely to have a positive impact on protected characteristic groups, including those with disabilities.

The economic recovery theme also captures ongoing activity to deliver the Council's commitment to social value. The approach to social value directly inter-relates with equality objectives through addressing socio-economic inequalities, building local economic resilience to the benefit of the local community. The inclusion of "Living Wage Foundation" living wage accreditation will help to tackle economic inequalities.

New ways of working

A focus on the accessibility of customer services has been incorporated into the Year Ahead Plan, including promoting self-serve and continuing to assist those who are unable to access services digitally. Additionally, one of the key actions included in the plan relates to the delivery of the Rotherham Place Digital Inclusion Strategy. This has significant equalities implications, as national data finds that digital exclusion is more prevalent amongst the elderly, disabled, and individuals from BAME and socially deprived communities.

The other main equality aspect of the new ways of working theme relates to staff, and particularly workforce wellbeing. Engagement with staff has highlighted that some groups have experienced the last 12 months in a different way to others; therefore, a more tailored approach to engaging and supporting specific staff groups is now being undertaken. Activity to support the wellbeing of the workforce has been incorporated into the plan.

Hope and confidence

A full equality analysis was completed in relation to the strategic management and maintenance of Rotherham highways. This EA provides detail as to how the Council has engaged with local people regarding the Highway Works Programme to ensure disadvantaged groups have equal opportunity to access all aspects of the network. The indicative Highway Works Programme includes a substantial schedule of works to improve access to the footway network. These measures provide visually impaired and wheelchairs user's equal access to the network.

Does your Policy/Service present any problems or barriers to communities or Groups?

Barriers and problems to access for individual activities are being addressed through specific equality impact assessments where necessary.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

The Year Ahead Plan aims to achieve positive impacts on all resident across the borough. However, across the plan, there is a focus on supporting specific groups of residents who have been disproportionately affected by COVID-19. In particular, the outcomes and activities strive for specific positive impacts for:

- Homeless individuals and rough sleepers.
- Those affected by domestic abuse.
- Residents affected by food poverty.
- Unemployed residents/those who are facing financial hardship.
- Residents who have felt lonely and isolated during the pandemic.
- Children and young people who have been most affected by disruptions to education.
- Older people and adults with learning disabilities.

- The digitally excluded.

What effect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The Year Ahead Plan aims to foster good relations between communities, particularly through the thriving neighbourhoods theme. This theme aims to ensure Rotherham residents, VCS organisations and businesses use their skills and assets to help others and the Council is putting communities at the heart of everything we do. As such, activities strive to have a positive impact on community relations by empowering communities to work together for the good of the borough, and by enhancing the Council's understanding of its communities and any potential for community tensions.

The plan also aims to foster good relations between local people and the Council, through delivery on the following outcome within the hope and confidence theme: "People trust the Council to deliver on its commitments."

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic – See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Year Ahead Plan Extension
Directorate and service area: Assistant Chief Executive's Directorate
Lead Manager: Jackie Mould, Head of Policy, Performance and Intelligence
Summary of findings:
Equalities and social inclusion is a crosscutting theme within the Year Ahead Plan, so has been considered as part of the development of the extension.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor the ongoing equality implications of the Year Ahead Plan.	All	Ongoing
Provide quarterly update reports to Cabinet, including consideration of the equality implications.	All	Quarterly

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Jo Brown	Assistant Chief Executive	28/05/2021
Jackie Mould	Head of Policy, Performance and Intelligence	28/05/2021

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis 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 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 Equality Analysis completed	28/05/2021
Report title and date	Year Ahead Plan
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	28/05/2021