

APPENDIX 2: EQUALITIES ACTION PLAN 2022/2023

UNDERSTANDING, LISTENING TO AND WORKING WITH ROTHERHAM'S COMMUNITIES

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
<p>Two of the high-level actions under this objective are delivered through a range of linked activities:</p> <p>Listening to residents and service users through consultations and feedback to improve the evidence base that informs service delivery.</p> <p>Enhancing the way that we engage with communities including those with protected characteristics, to ensure that all voices are heard and there is an opportunity to provide lived experience.</p>	Develop stronger connections and networks with both representative groups and organisations and with individuals themselves, to broaden our reach and our understanding of the barriers and the opportunities.	September 2022	Head of Policy, Performance and Intelligence ACX	
	Refresh councils' consultation and engagement policy and toolkit.	November 2022		✓
	Use consultation and engagement activity to develop improved local intelligence relating to residents with protected characteristics and their participation levels.	January 2023		
	Develop and deliver a programme of consultation and engagement on the future supported accommodation offer for those with learning disabilities and autism.	Consult May 2022 Delivery May 2023	Assistant Director Independent Living and Support AC, H & PH	✓
	Deliver and launch the new Carers' Strategy.	June 2022		✓
	Carry out targeted engagement with families to increase take up of early education.	March 2023	Assistant Director Education and Skills CYPs	✓

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
	Implement KOOTH, the online mental health and wellbeing tool and monitor usage by young people.	October 2022	Joint Assistant Director Commissioning, Quality and Performance CYPS	✓
Sharing and presenting information in appropriate and accessible formats.	As part of the refreshed consultation and engagement policy work, develop an improved understanding & issue guidance relating to how information can be made more accessible for all.	November 2022	Head of Policy, Performance and Intelligence ACX	✓
	Increase the number of subscribers for the ward bulletins to 9,000 (25% increase).	March 2023	Head of Communications and Marketing ACX	✓
	Increase the number of subscribers for the new 'Rotherham Round up' borough wide email to 9,000.	March 2023		✓
	Identify measures to improve digital inclusion through consultation with communities.	December 2022	Assistant Director Customer, Information and Digital F & CS	✓
	Develop a Digital Inclusion Strategy.	July 2023		✓
Developing joint partnership approaches and activity including the use of intelligence to tackle inequalities, promote equalities and good community relations that have a positive impact.	Produce ward plans with ward priorities informed by local communities.	June 2022	Head of Neighbourhoods ACX	✓
	Review Thriving Neighbourhoods Strategy to address inequalities at the local level and build community intelligence.	July 2022		✓

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
	Refresh the Rotherham Together Plan.	August 2022	Head of Policy, Performance and Intelligence ACX	✓
	Evaluate the current Team Around the School project to establish the impact on the sample schools and their pupils.	July 2022	Assistant Director Education and Skills CYPS	✓
	Work with children and young people across the borough to co-design the Children's Capital of Culture 2025 programme.	Up to 2025	Head of Service Creative Programming and Engagement R & E	✓
	Agree a new universal Youth offer including the contributions of both the Council and voluntary sector partners.	January 2023	Assistant Director Early Help and Family Engagement CYPS	✓

DELIVERING ACCESSIBLE AND RESPONSIVE SERVICES THAT MEET DIVERSE NEEDS

	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
<p>Two of the high-level actions in this objective are delivered through a range of linked activities:</p> <p>Communicating and engaging with residents so that they feel informed about council services and how to access these.</p> <p>Listening to service users through consultations and complaints to produce evidence-based analysis that informs service design and delivery.</p>	Complete the new library at Thurcroft.	March 2023	Head of Service Operations and Business Transformation R & E	✓
	Work with partners to develop a prevention and health inequalities strategy and action plan.	April 2022	Director Public Health AC, H & PH	✓
	Refresh the partnership Loneliness Action plan and ensure the delivery of Council owned actions.	September 2022		✓
	Produce suicide prevention guidance for staff and Members.	May 2022		✓
	Delivery of new day opportunities for people with learning disabilities, autism and complex needs.	May 2022	Assistant Director Independent Living and Support	✓
	Implement the Rotherham Inclusion Pathway (a school-led, multi-agency approach to supporting young people at risk of exclusion).	July 2022	Assistant Director Education and Skills CYPs	✓
	Implement the 'Year of Reading' programme and evaluate its success.	July 2023		✓

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
	Complete delivery of the £100k Play Equipment replacement programme.	March 2023	Head of Service Creative Programming and Engagement R & E	✓
	Launch a commissioning toolkit for commissioners, contract managers and suppliers. The toolkit will address equalities through social value in the commissioning and procurement of services and managing external contracts.	September 2022	Assistant Director Strategic Commissioning AC, H & PH	✓
	Commission new services to prevent financial exploitation.	March 2023	Assistant Director of Housing AC, H & PH	✓
	Complete a review of Rother Card.	June 2022	Assistant Director Customer, Information and Digital F & CS	✓
	Reduce the number of homeless people housed in temporary accommodation as part of a broader approach to tackling disadvantage.	March 2023	Assistant Director of Housing AC, H & PH	✓
	Provide food vouchers to children eligible for free school meals for school holidays through to October 2022 to support our most disadvantaged families.	April 2023	Assistant Director Education and Skills CYPS	✓
	Provide an additional reduction in Council Tax liability for working age households eligible for Local Council Tax Support during 2022/23.	Decision March 2022, delivery through 2022/23	Strategic Director of Finance and Customer Services F & CS	✓

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
	Recommission domestic abuse services.	October 2022	Assistant Director Community Safety and Street Scene R & E	✓
Strengthening digital infrastructure and supporting skills' to enable access for all.	Develop a Digital Inclusion Strategy.	July 2023	Assistant Director Customer, Information and Digital F & CS	✓
	Deliver public Wi-Fi to the new town centre library and markets building and investigate the feasibility of delivering Wi-Fi to other Council owned public spaces within the Town centre.	March 2023		✓
Working together in partnership and in collaboration to deliver the Council Plan commitments to tackle inequality and disadvantage.	Deliver the Enterprise Adviser Network programme, ensuring 75% of schools and colleges are matched to an adviser from a local business and are demonstrating progress towards achieving the eight Gatsby benchmarks for good quality careers education information, advice and guidance.	March 2023	Assistant Director Planning, Regeneration and Transport R & E	✓
	Deliver the Business Education Alliance programme, with 33 SMEs engaging with schools and colleges to help raise aspirations through meaningful employer encounters.	December 2023		✓
	Work with partners to identify their local spending profile as well as promoting living wage accreditation.	September 2022	Head of Policy, Performance and Intelligence ACX	✓

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
	Ensure new in scope contracts are in line with Living Wage accreditation.	March 2023		✓
	Adopt a local labour policy to encourage and/or enable local people to access job opportunities arising from major development sites.	March 2023	Assistant Director Planning, Regeneration and Transport R & E	✓
	Deliver the European Social Fund 'Pathways to Success' employment support programme, to at least 450 residents who qualify, into training and work.	December 2023	Assistant Director of Housing AC, H & PH	✓
	Commence the delivery of the Advance project and provide assistance to 500 people in employment to enhance their career prospects.	December 2023	Assistant Director Planning, Regeneration and Transport R & E	✓
	Work with partners from the People and Skills Networking Group to set up work coaches and job seeker support across the library network.	March 2022	Head of Service Operations and Business Transformation R & E	✓
	Develop three social supermarkets and other measures as part of a preventative approach to help people avoid food crisis.	December 2022	Head of Policy, Performance and Intelligence ACX	✓

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
Continuing to improve the use of Equality Assessments in service design and delivery, capturing challenges and opportunities at the very beginning, ensuring barriers are considered and mitigated where possible.	Review and update current equality assessment process and guidance, with examples of best practice identified and showcased, to aid learning and development.	December 2022	Head of Policy, Performance and Intelligence ACX	
	Conduct equality assessment training for scrutiny members to support evidence-based decision-making.	June 2022		
	Update service plan templates to make equality objectives SMART.	April 2023		
	Ensure partnership initiatives and partnership groups have due regard to advancing equality and tackling inequality, through active promotion and engagement on the strategy, objectives and tools such as the Equality Assessment.	March 2023		

PROVIDING LEADERSHIP AND ORGANISATION COMMITMENT TO ACTIVELY PROMOTE EQUALITIES

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
<p>Two of the high-level actions in this objective are delivered through a range of linked activities:</p> <p>Continuing to work with a range of partners, including statutory bodies, to address issues around community safety including addressing hate crime, whilst taking a zero-tolerance approach to prejudice and discrimination.</p> <p>Working with services, partners and communities to promote equality and good community relations.</p>	Refresh the EDI action plan that supports the Council's EDI Strategy on an annual basis.	June 2023	Head of Policy, Performance and Intelligence ACX	
	Publishing an annual report on Equality, Diversity and Inclusion and acting upon it.	June 2023		
	Explore opportunities to support cross-organisational learning on equalities through the Rotherham Together Partnership.	Ongoing (until 2025)		
	Taking the lead on prevention action and outwardly taking forward the Council's Black Lives Matter resolution, continuing to work with communities to understand the challenges faced.	March 2023		
	Continue to work with partners on the Safer Rotherham Partnership to strengthen the understanding of community tensions, build confident and cohesive communities in the refreshed Safer Rotherham Plan.	September 2022	Assistant Director Community Safety and Street Scene R & E	✓
Supporting awareness and understanding across communities to promote good relations across the range of protected characteristics.	Continue to work with partners on the Safer Rotherham Partnership to strengthen the understanding of community tensions.	March 2023		✓

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
Celebrating diversity within our communities and marking events.	Proactively promote recognised dates that celebrate diversity and support inclusion through the Council’s website and social media such as: <ul style="list-style-type: none"> • Black History Month. • International Women’s Day. • Pride. • Holocaust Memorial Day. • Rotherham Show. • National Day for Disabled People. • South Asian Heritage Month. 	March 2023	Head of Communications and Marketing ACX	
	Hold cultural and sporting events across Rotherham to appeal to a range of ages and backgrounds, including: <ul style="list-style-type: none"> • Women’s Euro 2022. • Rotherham Show. • Rotherham 10k. • Summer reading challenge. • Fun palaces. 	September 2022	Head of Service Creative Programming and Engagement R & E	✓

ENSURING A DIVERSE AND ENGAGED WORKFORCE

How we will get there	Activity	Key milestone dates	Service lead	Council Plan/ YADP activity?
Ensuring all of our policies are up to date and reflective of our diverse needs and situations.	<p>Continue to improve workplace equality and diversity through the delivery of the Workforce Plan 2022-2025 including:</p> <ul style="list-style-type: none"> • Implement learning points identified from EOS feedback. • Evaluate feedback from exit interviews and identify areas for improvement. • Remove any identified barriers to recruiting, retaining and developing a diverse workforce through our people processes and policies. • Maximise workforce engagement from underrepresented groups through the development of staff representation networks. • Engage with young people to understand the barriers to employment. 	March 2023	Assistant Director Human Resources & OD, ACX	✓
	Continuously review each stage of the lifecycle (recruitment & attraction/induction & onboarding/ performance/learning & development & talent management/engagement/health & wellbeing/reward & recognition/employee transition or exit) to ensure it meets the needs of the whole workforce but with an emphasis on underrepresented groups.	March 2023		✓

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	Ensure that policies and processes are clear and easy to understand using plain language.	March 2023		
Flexible, fair and transparent pay and benefits.	Act on feedback from the workforce and staff representation groups to undertake a review and refresh of the values and behaviours and develop a proposal for the future supporting new ways of working.	March 2023		
	Increase workforce engagement from underrepresented groups through the development of staff representation networks.	March 2023		
	Undertake regular EOS, pulse surveys and polls with the whole workforce to better understand the issues that matter the most.	March 2023		
	Seek feedback from our workforce and staff representation groups to identify recognised good practice.	March 2023		✓
	Continually improve the Discover Wellbeing Programme offer based on workforce and staff representation group feedback and national good practice; provide resources for the workforce to access.	March 2023		
	Seek feedback from our workforce and identify recognised good practice that supports EDI.	March 2023		
Removing barriers to flexible working wherever possible.	Review and refresh workforce policies, processes and practices to ensure they support underrepresented groups.	March 2023		

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Supporting staff with caring responsibilities.	Ensure the values are reflected across all core workforce policies and processes.	March 2023		
Providing staff development and career progression that reflects individuals' needs and learning styles.	Equality and diversity training is mandatory for all staff and delivered through the induction process and as a regular training refresh module.	March 2023		
	Evaluate L&D activity in relation to equality and diversity to ensure all learning is fit for purpose, meets the Council and learner needs and can be implemented into the workplace.	March 2023		
	Develop a corporate Learning & Development (L&D) annual and forward plan based on workforce intelligence and supported by behavioural insights that supports EDI.	March 2023		
	Utilise the workforce intelligence in relation to career aspirations, development needs and skill requirements to support the L&D forward plan and EDI.	March 2023		