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: Equality, Diversity and Inclusion Strategy 2022/2025, action plan 2022/2023 and Equalities Annual Report 2021/2022
Date of Equality Analysis (EA): 10th May 2022

Directorate: ACX	Service area: PPI
Lead Manager: Steve Eling	Contact number: 54419

Is this a:

[x] **Strategy / Policy**   [ ] **Service / Function**   [ ] **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 (eg service user, managers, service specialist)
Steve Eling	RMBC ACX	Manager
Levi Karigambe	RMBC ACX	Policy Officer
Ruth Lucas	RMBC ACX	Acting Head

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.)

What equality information is available? (Include any engagement undertaken)
A mix of contextual equalities information, such as from the 2011 census, and consultation on the EDI Strategy is provided here.

Population

- 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 and will have grown further since to at least 10% by 2016. Ethnic diversity is most evident amongst young people illustrated by the 17.8% of school pupils who were from BAME groups in 2018. 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 52,000 people aged 65 years or over or 19.7% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.

Economy

- 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 and wellbeing

- 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.
- 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.

Neighbourhoods

- Using information from the consultation on the Council Plan, men are more likely to say they use parks daily (46%) than women (28%), while women are more likely to never use parks at all (7%), than men (1.2%).
- With regards to crime and community safety, tackling anti-social behaviour (79%), tackling crime such as car crime (67%), and protecting vulnerable older people (62%) emerged as respondents' top priorities, over preventing harassment and violence against women and girls (42%), and preventing hate crime (includes disability/ racial/ religious/ homophobic/ transphobic crimes) (35%) – which might partly be due to the age profile and the overrepresentation of older age groups, as well as the underrepresentation of religious and ethnic minorities.

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

The consultation process sought to ensure that there were no gaps in the information available in addition to the data available. It is accepted that some of the data is dated, especially that from Census 2011, however, data will be updated as information from Census 2022 is released.

Consultation Engagement Profile

There were 172 responses to an open access online survey.

65% of respondents identified their sex as female (Borough figure is 51%), 26% as male (Borough figure is 51%). 1% saw themselves another way and 7 preferred not to say. Regarding gender identity 3% identified as transgender and 9% preferred not to disclose their gender identity. 78% described themselves as heterosexual/straight, 3% described themselves as gay/lesbian, 4% as bisexual, 3% other and 12% prefer not to disclose their sexual orientation. 34% of respondents described themselves as having a long-term illness or disability with 9% preferring not to say. 23% were caring (unpaid) for a family member or friend who is ill, frail, disabled or has mental health or addiction problems. 15 preferred not to disclose their caring status. 77% described their ethnic background as White British (Borough figure is 92%). All other ethnic groups combined accounted for 13% and 10% respondents preferred not to disclose their ethnicity. 40% stated their

Part B - Equality Analysis Form

religion as Christian of all denominations (Borough estimate 66.5%), 7% as Muslim (borough estimate 3.7%), 4% as other religion or belief, 38% as 'no religion' (borough estimate 22.5%) and 11% preferred not to disclose their religious status.)

The 8 focus groups, some virtual, some in person, engaged with borough residents on themes around ethnicity, gender, a range of disabilities (including conversations with carers), faith and older people, with approximately 30 VCS organisation engaged. A BAME group was organised through Rotherham Ethnic Communities Network (RECN), which includes: REMA, RMCF, the Sudanese Community, Saifs Boxing and fitness, Roma/Slova, Apna Haq, the Rotherham Interfaith Group. Three disability groups engaged: users, staff, carers and families around complex needs, through SENSE; users, volunteers, staff, support workers around visual impairment through Sight and Sound; members of the Community support group for profoundly deaf Deaf Futures. A focus group took place around Faith with Mosques, Methodist, Salvation Army, Liberty Church and Hope Church. Older people were engaged with through committee members of the Rotherham Older Peoples Forum, with includes Age Uk and HealthWatch. The Women's focus group was held with service providers, including NHS, RUCST, Community Safety, Grow, Carers Forum, Rotherfed. 6 internal focus groups (women, LGBT+, carers, disability, faith, BAME) engaged around 45 staff, with between 2 and 12 participants per group.

A report on the consultation process and outcomes has been produced and the findings have been used to develop the final strategy document and accompanying workplan. Feedback has been requested by groups, which will be provided in accordance with the Council's consultation and engagement policy.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? Progress will be measured through a range of means. In addition to the quarterly report to Cabinet on the Council Plan KPIs and Year Ahead Delivery Plan progress, the monitoring and review of the EDI strategy and workplan, will be undertaken through the Equalities Annual Report. This will continue to be presented in June of each year. The action plan for the Equalities Framework for Local Government Key Lines Of Enquiry is subject to ongoing corporate monitoring and action. The Equalities Annual Report forms a key part of monitoring progress and setting forward actions. It is also used to disseminate good practice through the use of case studies.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	An extensive consultation process has been undertaken seeking views on new draft objectives along with key actions and the approach to taking forward the EDI Strategy. The consultation involved:

Part B - Equality Analysis Form

	- An online form available for anyone to engage via the Council's website.
	- External focus groups around protected characteristics covering:
	    o Race.
	    o Women.
	    o Disabilities.
	    o Faith.
	    o Older people.
	    o LGBT+.
	- Consultation towers and forms at libraries and community venues.
	- Eight sessions through community organisations helping people to engage with completing the consultation.
	- Over 30 VCS and faith organisations involved.
	- Internal staff group sessions covering:
	    o Women.
	    o LGBT+.
	    o Carers.
	    o Disability.
	    o Faith.
	    o BAME.
	
	The Survey sought responses on a scale of "strongly agree" to "strongly disagree" together with the option of "neither agree of disagree". It also provided for comments on each of the priorities too. The survey responses show overall support for the proposed priorities (objectives) and key actions with 85% showing agreement with all priorities and 6% against.
	
	For each of the three priorities, the responses were as follows:
	- Priority 1 - To understand, listen and engage across all communities.
	    o 84% either agreed or strongly agreed.
	    o 8% disagreed or strongly disagreed.
	- Priority 2 - Deliver fair, inclusive, and accessible services.
	    o 85% either agreed or strongly agreed.
	    o 6% people disagreed or strongly disagreed.
	- Priority 3 - Empower people to engage and challenge discrimination and to promote good community relations.
	    o 87% either agreed or strongly agreed.
	    o 6% people disagreed or strongly disagreed.

Part B - Equality Analysis Form

	In addition to the headline survey results, specific views were sought from both external focus groups and staff group meetings. These provided some extra context for taking forward the priorities and delivery of key actions.

	Specific issues raised through external groups covered:
	• Overall comments.
	   o Actions will need to be more specific.
	   o Questions about how monitored and who will be accountable.
	• Engagement
	   o More needed on continued dialogue and exchange going forward.
	   o Consultation can be viewed as a 'tick-box exercise'.
	   o Groups want more feed back and engagement with community groups.
	   o Important to build on and facilitate work of community organisations and partners.
	• Accessibility
	   o Issues around transport, toilets, leisure facilities
	   o Be aware of multiple barriers / intersectionality.
	   o Digital exclusion.
	   o Wanting to be involved in conversations on accessibility.
	• Visible support / celebrations.
	   o Important for Council to show more outward support for diverse communities.
	   o Support Pride.
	• Training.
	   o Staff need to be aware of issues, improve training, neurodiversity, LGBT+ issues, race.
	   o Hate crime as serious issue, as well as lack of funded grassroots support for LGBT+ residents and other groups – many volunteer led with limited capacity.

Engagement undertaken with staff (date and group(s)consulted and key findings)	Groups discussed the idea of staff networks, with a comment in the faith group that this would give visibility to faith within the organisation and staff would be more engaged. An interest in participation in events across the council was also expressed (women). The LGBT+ and women's groups found that staff groups could be a valuable networking opportunity, a forum to come together to share concerns, with the importance to

6

Part B - Equality Analysis Form

have deliverable outcomes, formalised structures and clear responsibilities, and the possibility to give feedback on progress on equalities. Carers in the council and their needs was raised, with staff networks seen as potentially supporting a continued dialogue.

The engagement produced discussion around:
- Accessibility
- Carers
- Women
- BME
- Disability and long-term health conditions

There was general support for the creation of staff groups for engagement going forward.

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)

The EDI strategy underpins cross cutting equalities throughout the Council Plan.

Of the five guiding principles within the Council Plan, two in particular aim to meet residents' and communities' differentiated needs:
- Expanding opportunities for all
- Working with our communities

There is also an outcome focussed on addressing inequalities and leaving no one behind within the 'people are safe, health and live well' theme. This will involve providing support to our communities at a level that is proportionate to the degree of need – taking a universal approach where appropriate whilst also providing targeted support to those who most need it.

Furthermore, the underlying 'One Council' theme encompasses two specific areas, which ensure different needs are met:
- All customers at the heart of everything we do
- Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers
-
The EDI strategy supports the delivery of these Council Plan outcomes by ensuring that we consider the barriers and challenges faced by protected groups and wider sections of the community, that we take action to ensure we actively listen and engage

Part B - Equality Analysis Form

with communities and that we work in partnership to deliver accessible and inclusive services.

The strategy also takes forward the public sector equality duty of:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

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

No problems or barriers have been identified. The strategy actively seeks to reduce and eliminate barriers and issues faced by communities and protected groups.

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

Yes, the strategy is about all aspects of equalities including removing barriers.

What affect 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)

In taking forward the public sector equality duty, the strategy addresses the requirement to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

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.

Part B - Equality Analysis Form

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: Equality, Diversity and Inclusion Strategy 2022/25 and Equalities Annual Report 2021/22
Directorate and service area: ACX; Policy, Performance and Intelligence; Policy and Equalities Team
Lead Manager: Steve Eling
Summary of findings:
The Equality, Diversity and Inclusion Strategy 2022/2025 addresses equalities in every aspect, embedding equalities into corporate planning and underpinning the Council Plan. It addresses working with communities and engagement around equalities issues. It also directs a strategic intention to achieve "excellent" standard under the provisions of the Equality Framework for Local Government.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor and develop equality outcomes from delivery of the Council Plan through the performance management framework	All	Quarterly
Achieve "excellent" under the KLOEs of the EFLG	All	By end of 2023 (peer review)
Review and report annual action plan and outcomes through production of an Equalities Annual Report	All	June each year

*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	
Councillor Chris Read	Leader	

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	10th May 2022
Report title and date	Equality, Diversity and Inclusion Strategy 2022/25 and Equalities Annual Report 2021/22, 20th June 2022
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	10th May 2022

Part B - Equality Analysis Form