

## 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	
<b>Equality Analysis title: Safer Rotherham Partnership Plan 2022-25</b>	
<b>Date of Equality Analysis (EA): 23.03.22</b>	
<b>Directorate:</b> Regeneration and Environment	<b>Service area:</b> Community Safety
<b>Lead Manager:</b> Carol Adamson	<b>Contact number:</b> 07919 302 448
<b>Is this a:</b> <input checked="" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>  <b>If other, please specify</b>	

**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)
Carol Adamson	RMBC	Community Safety Service Manager
Sam Barstow	RMBC	Head of Service, Community Safety and Regulatory Services
Helen Thorpe	RMBC	Community Safety Officer

Also reported to the Safer Rotherham Partnership Board

**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.)

The plan sets out how the Safer Rotherham Partnership (which is the borough's Community Safety Partnership, set up under the Crime and Disorder Act 1998) will achieve the duties of the responsible authorities to work together to protect local communities and help people feel safer.

The plan impacts on every individual/community in the borough along with businesses, voluntary and community sector organisations, public bodies and partner agencies.

The plan demonstrates how strong strategic leadership, planning, performance management and problem solving will result in action plans which aim to deliver long term, sustainable solutions and improved outcomes for the people of Rotherham.

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

Comprehensive risk assessment and data analysis taking into account crime and partner data (which includes victim and offender demographic information) was assessed using the Management of Risk Assessment in Law Enforcement (MoRiLE) tool. Outcomes of the analysis are set out in MoRiLE rationale documents covering:

- Alcohol misuse
- Anti-social behaviour
- Child criminal exploitation
- Child abuse
- Counter terrorism
- County lines
- Knife crime
- Mental health
- Modern slavery and human trafficking
- Most serious violence
- Organised crime groups
- Rape and sexual offences

- Child sexual exploitation
- Cyber crime
- Domestic abuse
- Drugs markets and drugs misuse
- Firearms
- Hate crime
- So called honour-based abuse and forced marriage
- Stalking and harassment
- Violence against women and girls
- Vulnerable adults

Consultation has taken place with communities of interest covering Equality Act protected characteristic groups and geographic communities of interest as well as with the general public and partner stakeholders. The outcomes of consultation have been used to confirm the priorities and will inform subsequent action planning and performance measures. Alongside online surveys for the general public and consultation with partner strategic leadership boards and employees, the following protected characteristic groups were engaged with during the consultation period from January 2022 to March 2022:

<b>Community of interest</b>	<b>Representative organisation/group</b>
Older people	Rotherham Older People's Forum/Age UK
Older people/Women	Local community art group (with participants from across the borough)
Young people	Saif's gym
	Youth cabinet
BAME	Rotherham Ethnic Community Network
	Rotherham Community Forum
Faith	Faith Leaders Forum/ Rotherham Interfaith group
	Mosque discussion group
Women	Women's Network
	Apna Haq
Men	Saifs Gym
	Buddies Group (Vulnerable men's support group)
Disabled people	Sight and Sound – staff and service users
	Sense
Carers	Parent Carers Forum
	Carers Forum
LGBT+	LGBT+ focus group
All strands	Independent hate crime scrutiny panel
	VCS groups/VAR

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

No – in addition to the above, learning from past engagement has been considered, for example, engagement that informed the development of the Domestic Abuse Strategy 2022-27 that was published in January 2022.

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

Each priority within the SRP Plan has a set of performance indicators that are monitored by strategic theme leads and partnership priority groups – where appropriate this data is disaggregated by protected characteristic.

**Engagement undertaken with customers. (date and group(s) consulted and key findings)**

The public online survey was open from 07.02.22 to 04.03.22. The purpose of the survey was to:

- Confirm the proposed overarching priorities for 2022-25
- Identify the types of partnership responses that are most important to stakeholders under each priority to inform action planning
- Identify any important community safety issues not addressed by the proposed priorities

Detailed outcomes are available. A summary is below:

The online survey identified that the most important actions the public wanted to see were to:

1. Increase prevention and early intervention initiatives
2. Improve support services for victims and families
3. Take action to disrupt potential offenders

Analysis of the survey outcomes by protected characteristic groups was consistent with the overall outcomes as above. There were some differences:

- Women and young people placed more importance on support services to increase confidence in reporting neighbourhood crime
- People from ethnic minority groups placed more importance on understanding crimes from the victim's perspective
- Older people placed more importance on training staff to spot signs of abuse and crime and reporting it swiftly
- People from ethnic minority groups placed more importance on public awareness campaigns about child abuse and exploitation

	<ul style="list-style-type: none"> <li>• Males were generally more supportive than other groups of understanding why offenders commit crimes</li> </ul> <p>Focus groups held from January to March 2022 with protected characteristic groups provided more detailed qualitative information that confirmed the key priorities and will be used to inform the development of delivery plans.</p> <p>In relation to geographic communities, the outcome of Ward Plan consultations which took place in summer 2021 were analysed. Common themes related to community safety included in ward priorities were:</p> <ul style="list-style-type: none"> <li>• Locality based partnership action to tackle crime and ASB</li> <li>• Preventative action (encouraging reporting and projects to tackle root causes of problems)</li> <li>• Road safety</li> <li>• Environmental – fly tipping, litter</li> </ul> <p>The online survey was promoted via the Parish Council Network meeting.</p>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Staff from partner organisations provided data and information for the MoRiLE analysis stage from June to September 2021 and were also invited to complete the online consultation survey as above.</p> <p>Strategic leaders from across the partnership were consulted via meetings and a separate online survey from 07.02.22 to 24.03.22. These partners included Cabinet Members, Elected Members and members of the following boards/groups:</p> <ul style="list-style-type: none"> <li>• Safeguarding Children Partnership</li> <li>• Safeguarding Adults Board</li> <li>• Health and Wellbeing Board</li> <li>• Strategic Housing Forum</li> <li>• Business Growth Board</li> <li>• Safer Rotherham Partnership priority groups</li> </ul> <p>The top 4 actions identified by strategic partners were:</p> <ol style="list-style-type: none"> <li>1. Increased prevention and early identification</li> <li>2. Train staff in all agencies to identify the signs of abuse and crime and ensure they know how to report it swiftly and through the correct channels</li> <li>3. Take action to disrupt potential offenders</li> <li>4. Improve support for victims and families</li> </ol> <p>Safer Rotherham Partnership Board strategic priority leads were involved in MoRiLE risk assessment and priority setting workshops in Nov-Dec 2021 and regular</p>

reports and approvals were sought from the SRP Board at each stage of the SRP Plan and priority development from August 2021 to April 2022.

**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 Safer Rotherham Partnership plan meets the needs of different communities and groups by driving action to achieve its key priorities which are fully inclusive of the above protected characteristic groups. The key priorities are:

- Protecting vulnerable children
- Protecting vulnerable adults
- Safer and stronger communities
- Protecting people from violence and organised crime

Objectives, action plans and performance measurements against each of these priorities will be developed, implemented, monitored reviewed and evaluated.

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

None identified – by addressing the crime and community safety issues impacting Rotherham’s diverse communities, the policy is designed to promote equality and good community relations

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

The SRP plan identifies and puts in place actions to protect the most vulnerable people and communities within the Borough. In developing action plans to achieve objectives, barriers identified through the MoRiLE analysis and consultation will be addressed, for example in relation to access to services, access to the criminal justice system and prevention and early intervention support.

**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)

A key priority/aim of the SRP plan is building safer and stronger communities, where people from different backgrounds get on well together.

The SRP plan and associated action plans will drive action to tackle the underlying attitudes that engender hate, prejudice and division within communities and to take early action to prevent community tensions. It will also drive work to build resilience in communities and with young people to counter harmful influences, particularly online hate and extremism.

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

<b>Title of analysis: Safer Rotherham Partnership Plan 2022-25</b>
<b>Directorate and service area: Regeneration and Environment, Community Safety and Street Scene</b>
<b>Lead Manager: Sam Barstow</b>
<b>Summary of findings:</b>
<p>The Safer Rotherham Partnership Plan 2022-25 sets out how the Rotherham community safety partnership will work together to protect vulnerable people, help people feel safer and build safer and stronger communities.</p> <p>The plan impacts on every individual/community in the borough along with businesses, voluntary and community sector organisations, public bodies and partner agencies.</p> <p>The plan demonstrates how strong strategic leadership, planning, performance management and problem solving will result in action plans which aim to deliver long term, sustainable solutions and improved outcomes for the people of Rotherham.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Performance information will be monitored on a quarterly basis to ensure actions achieve their intended impacts on communities/protected characteristic groups.	All groups as below	Quarterly from 30 June 2022 to 31 March 2025

Annual reviews of crime data and assessments of changing and emerging risks will be carried out.		
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\*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
SRP Plan 2022-25 and Equality Analysis approved by the Safer Rotherham Partnership Board	Councillor Alam, SRP Board Chair and Cabinet Member for Corporate Services, Community Safety and Finance	07.04.22

## 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](mailto: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.

<b>Date Equality Analysis completed</b>	23.03.22
<b>Report title and date</b>	Safer Rotherham Partnership Plan 2022-25
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	31.05.22