

## Appendix 4.

### 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	
<b>Title:</b> Proposals regarding day opportunities for people with high support needs	
<b>Directorate:</b> Adult Care, Housing and Public Health	<b>Service area:</b> Adult Care
<b>Lead person:</b> Julie Moore - Head of Service	<b>Contact:</b> <a href="mailto:julie.moore@rotherham.gov.uk">julie.moore@rotherham.gov.uk</a>
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
<b>If other, please specify:</b>	

2. Please provide a brief description of what you are screening
This proposal is regarding a new day opportunities service model and location to replace the existing REACH day service with modern, accessible and fit for purpose facilities.
This report takes into account the views and comments of all those who have taken part in the recent 90 day public consultation process - <i>'day opportunities for people with high support needs'</i> . This includes the people who are directly affected by any

potential changes.

Ongoing engagement will continue throughout the build and service design process with coproduction being at the heart of a successful new model.

The Council has already committed £2.1m in capital funding to ensure the best possible facilities can be provided.

### 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

NA

If you have answered **no** to all the questions above please complete **sections 5 & 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?**

The proposals in this cabinet report will directly affect existing users of REACH Day services within the borough and also those people transitioning from Children's Services to Adult Care who may choose to attend day opportunity support in the future.

To date extensive discussions have already taken place with service users, carers, relatives and staff and the consultation exercise that took place between 31<sup>st</sup> January 2022 and 30<sup>th</sup> April 2022 enabled all parties to express their views about what a new service should look and feel like. An Equality Analysis will provide an opportunity to consider in more detail the impact of the service changes and any necessary actions, taking into consideration all of the Protected Characteristics under the Equality Act 2010.

- **Key findings**

The consultation has enabled service users, carers, relatives, staff and people who may use the service in the future to directly contribute to the discussions and decisions about the new service. It has helped promote cooperation, trust, and ensure that service decisions reflect the choices of those most impacted.

- **Actions**

The Consultation was delivered and designed in such a way that the stakeholders have contributed effectively and has been tailored to individual's particular circumstances and understanding. Special attention has been paid to the design of supporting information, questions about choice, and the tools used to convey messaging, so it is understood and accessible by all.

Advocacy support was available throughout and at every meeting

A programme of engagement and coproduction activity will be in place throughout the full service design and implementation.

Date to scope and plan your Equality Analysis:	June 2022
Date to complete your Equality Analysis:	June 2022
Lead person for your Equality Analysis	Julie Moore

(Include name and job title):	Head of Service – Provider Services
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### 5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Ian Spicer	Executive Director ACHPH	
Steve Eling	Policies and Equalities Manager	

### 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](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 screening completed</b>	
<b>Report title and date</b>	<b>Proposals regarding day opportunities for people with high support needs</b>
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	17 <sup>th</sup> October 2022
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	5 <sup>th</sup> September 2022