

## 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> Refresh of Thriving Neighbourhoods Strategy – 2018-2025	
<b>Directorate:</b> ACEX	<b>Service area:</b> Neighbourhoods
<b>Lead person:</b> Martin Hughes	<b>Contact:</b> <a href="mailto:martin.hughes@rotherham.gov.uk">martin.hughes@rotherham.gov.uk</a> OR 07766442269
Is this a:	
<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. Please provide a brief description of what you are screening
The Council's Thriving Neighbourhoods Strategy was approved by Cabinet in November 2018. Following the publication of the new Council Plan (2022-25) it is now opportune to refresh the Strategy, taking into account the ambitions in the Council Plan and acknowledge that our neighbourhood working model is well embedded and evolving.

### 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? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		X
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		X

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to all the questions above please complete **sections 5 and 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 Service Planning process provided the opportunity for the Neighbourhoods Team to consider equality and diversity and the new EDI Strategy in the delivery of the Thriving Neighbourhoods Strategy and the neighbourhood working model.

A Full Equality Analysis will be completed by April 2023. It will be written alongside and informed by the Delivery Plan, which will be developed in consultation with local communities, including those with protected characteristics. It is recommended that the Full Equality Analysis is presented to Improving Places Scrutiny Commission in Spring 2023, alongside the completed Delivery Plan.

##### **Key findings**

Whilst there were some processes in place to involve and engage with communities with protected characteristics (through ward planning, specific issue-based conversations and support local community organisations) it was neither **consistent, recorded or measured**. The actions listed below were included in the Neighbourhoods Service Plan and approved by the Assistant Chief Exec.

**Actions** (all have been included in Neighbourhoods Service Plan 2022/23)

##### **Development of Ward Priorities and Plans –**

- Development of new ward profiles using new census and other available data will help identify local demographics and inform future ward priorities
- Support organisations that work with communities with protected characteristics to get involved in the identification of local priorities and the delivery of any agreed action
- Ward Communication and Engagement Plans will be developed in line with ward priorities. This will include a specific equalities section which will capture how we plan to engage with communities with protected characteristics

##### **Community groups / events**

- Continue to provide consistent support for a range of groups/organisations that work with and support groups with protected characteristics to achieve their aims and objectives, e.g. facilities for youth people, activities and trips for older people, engagement events for BAME communities
- Organise and support community events that, amongst other things, aim to bring

communities of place together to build good community relations

### Targeted engagement and conversations –

- Continue working with VCS to ensure there are ongoing mechanisms for communities with protected characteristics to have conversations with councillors and service providers to inform the delivery of accessible and responsive services that meet diverse needs.
- Support conversations on specific issues, programmes, projects, etc. e.g. engagement with BAME residents and young people in partnership with VCS on COVID19 recovery

### Measuring Performance

- Service performance indicators include capturing data linked to equalities. This will identify any gaps and allow the service to take corrective action.
- The introduction of an equality analysis of the ward planning, ward budget allocation and communication / engagement processes will help identify areas of good practice, gaps and what can be improved. This equality analysis will take place in a team setting to provide opportunities to share and learn from each other and embed our approach.
- Where possible, ward budget spending will indicate investment into groups, activities and services that target different communities and protected characteristic groups

Date to scope and plan your Equality Analysis:	1 <sup>st</sup> January 2023
Date to complete your Equality Analysis:	31 <sup>st</sup> March 2023
Lead person for your Equality Analysis (Include name and job title):	Martin Hughes Head of Neighbourhoods

## 5. Governance, ownership and approval

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

Name	Job title	Date
Jo Brown	Assistant Chief Exec	

## 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>	7 <sup>th</sup> October 2022
<b>Report title and date</b>	Refresh of Thriving Neighbourhoods Strategy (2018-2025)  21 <sup>st</sup> November 2022
<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>	Scheduled Report date – 21 <sup>st</sup> November 2022  Scheduled date for publication – 14 <sup>th</sup> November 2022
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	7 <sup>th</sup> October 2022