

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	
Title: Cabinet's Response to the Scrutiny Review - Cultural Strategy.	
Directorate: Regeneration and Environment	Service area: Culture, Sport and Tourism
Lead person: Chris Siddall Head of Sport, Leisure & Strategic Partnerships	Contact number: 01709 822478
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify –	
Cabinet response to the recommendations made in the Scrutiny Review of the Cultural Strategy	

2. Please provide a brief description of what you are screening
To Screen the report that outlines recommendations from the scrutiny spotlight review undertaken jointly by Improving Places Select Commission and Improving Lives Select Commission. The aim of the review was to obtain assurances that, following the isolation associated with the pandemic and growing financial pressures on families, the Council's Cultural Strategy is responsive to these challenges. The issues raised by the commissions at the spotlight meeting and the

recommendations made by The Overview and Scrutiny Management Board be forwarded to Cabinet for a response.

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
<p>Could the proposal have implications regarding the accessibility of services to the whole or wider community? It is anticipated that the proposals will affect young people in the borough in a positive way. Many new activities have commenced across a range of services, but there are still more to be delivered in the coming year and beyond. Locally delivered, place- based activity will aid accessibility and support local businesses and organisations.</p>	x	
<p>Could the proposal affect service users? The proposal will affect service users as an improved offer will be worked up across a number of departments and external organisations.</p>	x	
<p>Has there been or is there likely to be an impact on an individual or group with protected characteristics? Activities will be offered for young people across a range of protected characteristics. Activity will not discriminate. Many of the anticipated sessions will take place in communities of low income and be priced accordingly (with many being FOC) with a view to being as inclusive as possible. Care will be taken to consider items such as gender, religious beliefs, timings and location.</p>	x	
<p>Have there been or likely to be any public concerns regarding the proposal? Extensive consultation was carried out at the time of producing the Cultural Strategy- with some 2000+ people engaged. The strategy considers all members of the Rotherham community and seeks to address issues in a considered manner. Game Changer targets are in place to focus direction and priorities.</p>		x
<p>Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? There are no implications to consider within this area.</p>		x
<p>Could the proposal affect the Council's workforce or employment practices?</p>	x	

Additional and focussed activity could increase opportunities for staff members to develop their work experience. Any additional activity would be done within current HR working guidance.		
If you have answered no to all the questions above, please explain the reason		
N/A		

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
<p>If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.</p> <p>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.</p> <p>Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).</p>
<ul style="list-style-type: none"> • How have you considered equality and diversity? <p>During the production of The Cultural Strategy a wide range of organisations and individuals were included and an Equalities Impact Analysis was produced at the time. The Cultural Partnership Board draws from a variety of sources with representation of people from protected characteristics. In addition, many of the organisations involved work directly with people from a cross section of the community and attend in order to represent their views. Additional activity for young people will take into account of a number of factors such as price, location, time of day, gender and culturally specific considerations.</p>
<ul style="list-style-type: none"> • Key findings <p>Following the Scrutiny review a number of recommendations have been made. The Service has created an action plan as part of the EIA to address these. It will be maintained as the recommendations evolve and highlight where widening access may be required and involve other partner organisations. This will link into the EIA for the Cultural Strategy. The delivery of the recommendations from the review will have a positive impact on many local groups such as women and girls, young people, children/ families on low income and BAME groups to name a few.</p>
<ul style="list-style-type: none"> • Actions <p>An action plan has been developed (as part of the EIA Part B) to address the areas recommended. It is envisaged that the Service will work with the wider Council and community/voluntary partners in order to deliver the full set of actions and utilise the framework of the Cultural Strategy to base this upon.</p>

Date to scope and plan your Equality Analysis:	4 th January 2023
Date to complete your Equality Analysis:	10 th January 2023
Lead person for your Equality Analysis (Include name and job title):	Chris Siddall Head of Sport, Leisure and Strategic Partnerships

5. Governance, ownership and approval

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

Name	Job title	Date
Polly Hamilton	Assistant Director – Culture Sport and Tourism	06/01/23

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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	10/1/2023
Report title and date	13 th February 2023 Outcomes from the Overview and Scrutiny Management Board relating to the Cultural Strategy
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	12 th October 2022 Overview and Scrutiny Management Board – The Cultural Strategy 19 th December 2022 Cabinet meeting minutes
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	06/01/23