

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: Spotlight Review - The Cultural Strategy	
Date of Equality Analysis (EA): Monday 9 th January 2023	
Directorate: Regeneration & Environment	Service area: Culture, Sport & Tourism
Lead Manager: Chris Siddall. Head of Sport, Leisure and Strategic Partnerships	Contact number: 01709 822478
Is this a: <input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> 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)
Gina Szumski	RMBC Libraries	Operational Manager
Sarah Christie	Children’s Capital of Culture, RMBC	Programme Manager
Chris Siddall	Sport, Leisure & Strategic Partnerships	Head of Sport, Leisure & Strategic Partnerships
Leanne Buchan	Creative Programming & Engagement	Head of Creative Programming & Engagement
Zoe Oxley	Operations & Business Transformation	Head of Operations & Business Transformation

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)

The **Rotherham Cultural Strategy 2019 – 2026** has an overarching mission to:

‘Get more people, more active, creative and outdoors, more often’

in recognition that levels of participation and physical activity generally track at 10% below the national average. The accompanying Equalities and Inclusion Assessment for the report, noted that “Talent is everywhere, but opportunity is not”.

From the Scrutiny Spotlight Review, undertaken jointly by Improving Places Select Commission and Improving Lives Select Commission, the following recommendations were agreed for action:

- a. That the range of available activities tailored for young residents of the Borough be prioritised for expansion.
- b. That consideration be given to how best to expand access, especially for young people, to recreational swimming in the Borough, whilst protecting against hazards.
- c. That the service liaise with Children and Young People’s Services to develop a system to help young carers more easily access opportunities for leisure and culture-related respite.
- d. With a view to expanding access, that consideration be given to hosting cultural events at alternating and varied locations and venues throughout the Borough where appropriate.

Each of the recommendations have been considered, in order:

A. That the range of available activities tailored for young residents of the Borough be prioritised for expansion.

Many services across Culture, Sport and Tourism (e.g. libraries, museum, green spaces, etc.) are free at the point of access and offer experiences for children and young people of all ages.

In 2025 Rotherham will become the world's first Children's Capital of Culture. Services across Culture, Sport & Tourism are building partnerships with a range of young people's support services, cultural and sport organisations, and working with children and young people to co-produce services, and activities. Examples of this work to date include:

Children's Capital of Culture 2025 (CCoC)

Children's Capital of Culture is working with teams across the Council (e.g. Neighbourhoods, Public Health, Early Help, Culture Sport & Tourism, etc) and with organisations across the wider borough (e.g. schools and colleges, voluntary and community sector organisations, businesses), in partnership with children and young people, to develop and deliver a large and diverse range of activities in which to participate.

Phase One ('Starting the Conversation: 2021-22') of the project, included:

- A wide range of skills and talent development opportunities, including a Young Producer traineeship programme which supported 57 16-25 year olds to access paid traineeships of which 70% went on to further education or employment in Rotherham.
- Delivery of free creative programmes that enable young people to achieve their Arts Award, a nationally-recognised qualification. In 2022 CCoC supported 61 young people to achieve this award.
- Delivery of a 'Go See' programme that supports marginalised and underserved children and young people to access high-quality cultural activity, including young people with protected characteristics (including BME, young people, SEND young people, LGBT+ young people, and young parents). In 2022, 86 children and young people and 39 adults in their lives took part in 10 Go See visits.
- Delivery of a wide range of public cultural events and activities, e.g. the UKCRF demonstrator programme (a borough-wide series of events and festivals delivered by the Young Producers in partnership with 'host' cultural organisations which reached nearly 22,000 people), and included events at Magna, Gullivers, Wentworth Woodhouse and community locations such as Thurcroft.

Phase One of the project had over 90,000 participating children, young people, parents and carers, and wider communities, with 1,330 children and young people taking part in consultations sessions to inform the next chapter of this programme.

In terms of governance, Children's Capital of Culture is steered by a Programme Board consisting of members of the Council, local Voluntary and Community Sector, and local business community. Two young people (25 and under) sit on the Programme Board, ensuring youth voice shapes the direction of the project at all levels.

Events

The Events Team aims to ensure that its events are inclusive and welcoming to all but has been working with the Children's Capital of Culture team to improve its provision for young people over the last twelve months which has included:

- UPLIFT Rotherham Skate & Art Festival - Launching a new concept in February 2022 as part of the Children's Capital of Culture launch programme February 2022 launch festival, this event focused on creating a Town centre provision which specifically targeted children and young people. The event was co-produced with Childrens' Capital of Culture young producers and included a pop-up skate park, workshops, stalls and music programme. The event was attended by 2,776 and will return to the Town Centre 5th-7th April this year.
- WOW Festival – Trialled as part of the cultural programme for the UEFA Women's Euros, WoW Festival focuses on celebrating women, girls and non-binary communities whilst highlighting specific issues and challenges faced by these communities. A strand of the festival known as 'Wowzers' saw 3 young producers curate talks and workshops from the perspectives of young women, girls and non-binary perspectives. This event will return on 10th June 2023 but relocate to the Rotherham Town Centre
- Rotherham Show – Attracting between 60,000- 80,000 visitors each year, Rotherham Show is one of the region's largest cultural festivals. A dedicated children and families area has been established within the show hosting activities, workshops and experiences for children, young people and their families. The 2022 show included children's theatre performances from Wrongsemble and LAS Theatre alongside a giant Fish Mobile sculpture which was created a part of the Children's Capital of Culture programme. An evaluation of the show in 2022 shows a slight increase in attendance from young people aged 16-24 from 7.5% of the audience in 2021 to 9% of the audience in 2022.
- During the summer of 2022 four Women's Euros matches took place at the New York Stadium. As part of the local offer a comprehensive legacy programme was developed and continues to be delivered until 2024 (current cycle). To date 586 young people have engaged with community activities, an additional 1,200 girls have attended "Kicks Sessions" and the new emerging talent centre for girls was three times oversubscribed. 8 new "Wildcats" sessions (5-11year olds) have been established in low- income areas such as Herringthorpe, Maltby, Clifton and Aston.

Museums, Arts & Heritage

Covering Clifton Park Museum, Boston Castle and five heritage sites, the Museums, Arts & Heritage service delivers a range of activities for children and young people included in school and informal learning provisions.

The Audience Finder data shows that visitors to Clifton Park Museum who are under 16, grew from 45% in 2021 to 59% in 2022 as a result of initiatives such as the National Lottery Heritage Funded Young Roots Programme and the reintroduction of Nelson's Cub Club for young families. In addition to the visitors surveyed as part of Audience Finder, the museum also hosts 24 school visits each year connecting local school children to their heritage through collections and

exhibitions. In 2021/22 the service also invested in co-production with children and young people hosting nine young people aged 16-25 as part of the Kickstart programme. Working alongside the Children's Capital of Culture team in 2022 the service worked with a team of three Young Producers to co-create an exhibition for the launch of the Children's Capital of Culture initiative.

The last six months has seen the service develop a focus on early years working with children aged 0-5 and their wider intergenerational families.

Currently delivered:

- Nelson's Cub Club – A fortnightly family session for toddlers and their adults. These workshops utilise objects from the collection and storytelling to support cognitive development and learning in early years.
- Sparking Wonder – An innovative programme of early years interventions which will inform the core early years offer within the museum and across the heritage sites over the coming years. This project works with specialist practitioner Ealine Burke, who is a leading consultant on health and wellbeing in early years alongside Liz Pemberton who runs The Balck Nursery Manager and specialises in anti-racist practice in early years. This targeted programme works with families from birth the age five to develop learning resources for each stage and tackle social issues affecting the wider family unit during this development period.
- In addition other families have included people from Roma and Pakistani families at Ferham school with 79 participants (including artists and schools support staff)
- Strategic Partnerships – As a result of recently funded programmes partnerships have been formed with a targeted groups including BME Young Carers which support families from BME backgrounds who have caring responsibilities to both experience workshops and events as a family and also to provide respite opportunities for both the parents and siblings of families with caring needs.

Rotherham Music

Each year the Rotherham Music service supports 3,886 children and young people to learn to play a musical instrument in formal classroom settings. A further 1,310 children and young people received additional private tuition of which 50 have SEND additionality.

The service recently implemented a new management team structure including the post of Community Music Manager who will have responsibility for a developing an out of school offer and supporting children, young people and their families to access music provision all year and in community settings.

This model will be trialled in February half-term later this year with a new out of school programme featuring:

- Large scale interactive installation, Light Organ ([LIGHT ORGAN | Akeelah Bertram](#)) which will be in place throughout the week of the half term holidays at Rotherham Minster

- Supporting Light Organ programme which will include a mixed care home and young person's choir, content creation workshops for children and finale artist collaborative performances.
- Pop Up & Play will include a series of curated pop-up performances from young Rotherham and South Yorkshire musicians and bands in every day spaces including the Bus Interchange, Parkgate Shopping Centre, Clifton Park & Rother Valley Park Run, Nova City Skate Park, Jump Inc and Big Apple Play City.
- Sounds Showcase will take place on 19th February as a 'battle of the bands' style contest at The Bridge Inn celebrating young musicians who will perform a set each with industry judges selected a band/musician to perform as part of the UPLIFT skate and arts festival.
- AR Music Workshops – starting in February working with schools and community groups AR workshops will take place in Swinton, Aston and Town Centre using AR technology to create locality-based soundscapes. The intention is for this to be used as an R&D programme for a potentially larger project

Four paid internships supported by Children's Capital of Culture via UK Shared Prosperity Fund have been offered to 16-25 year olds to support this programme.

Rotherham Theatres

The theatre is developing a new business model which will see it move from a solely commercial focus to a mixed model of commercial activity balanced with engagement and outreach. Whilst this model is in development the theatre has been testing engagement programmes with children and families including:

- Saturday Stories – The service has secured Arts Council England funding to trial a free, monthly family programme throughout 2023 on the first Saturday of every month.
- Pay What You Can – Supporting low-income households to access high-quality theatre provision through a Pay What You Can scheme which is a donation model or free to those households who cannot afford theatre experiences. The shows including music, drama and family performances and to date 191 PYWC tickets have been taken with 167 of those associated with the family performances. The average ticket price across these shows was £7 and the average donation made from PWYC tickets was £4.25 with some audiences attending for free, most paying around half the value and a few paying almost double the suggested ticket price.

Green Spaces

In July 2021, Yorkshire Sport Foundation formed a partnership with the Council and "Make Space for Girls", a charity set up to campaign to make parks and public spaces more welcoming to teenage girls. There was little research to understand if parks were truly inclusive spaces, and somewhere teenage girls felt they could visit and be active. According to the most recent Sport England Children and Young People Active Lives Survey girls enjoy sport and exercise far less than boys. This means it is therefore vital to understand what more can be done to increase activity levels among girls.

Girls use parks less and face many barriers to exercising. This historically comes from a lack of understanding of their needs in park design and the way society sees and treats them when they get there. As a result, this limits girl's right to enjoy the wealth of health and wellbeing benefits of being active in the great outdoors. Key findings note:

1. Parks need to provide a clean, cared for and attractive space with at least basic facilities for girls to feel comfortable.
2. Promoting physical and emotional safety in parks is particularly important for girls as engaging in physical activity significantly increases their emotional vulnerability.
3. Developing spaces in which harassment, scrutiny and judgement are minimised will support more girls to feel comfortable when exercising in parks.
4. Equalising and promoting usage of specific exercise spaces for girls will create a more inclusive environment where both girls and boys feel they are welcome.
5. Actively promoting purposeful activity and organised opportunities for girls to exercise in parks, with more guidance on how space/equipment can be used is essential to encourage girls
6. Creating more playful, exciting and adventurous ways to get active, and involving girls in shaping activities and designing spaces will increase relevance and appeal.

The Green Spaces service manages 35 play areas across the borough which incorporate everything from Multi-Use Games Areas (MUGAs), traditional play equipment such swings, roundabouts and slides, infant cycle courses, large scale bespoke adventure playgrounds and outdoor gym equipment. This provision provides a free, accessible and inclusive resources for communities and families local to where they live. Alongside this the service also offers a chargeable service to Parish Councils to support the maintenance of Parish-owned play areas.

In order to address historically low levels of physical activity and participation, reduce childhood obesity and respond to the identified priorities of children and young people across the borough, the Council's Green Spaces Strategy highlights the need for every child to live within 400m (5 minutes' walk) of a good-quality, equipped play area. The team are currently rolling out the Play Area Improvement Programme, which seeks to ensure that the borough's play areas are fit for purpose, inclusive and accessible to all children and young people.

The programme will see the introduction of accessible play equipment for the first time, including British Sign Language Panels and Accessible Swings in seven play areas across the borough.

Cycling activities are taking place for young people at Winterhill BMX Track through the club. Weekly coached sessions on Wednesdays and Thursdays see 30- 50 young people in attendance along with Saturdays attended by between 10- 30 young people. In addition, a monthly Sunday session is attended by the Olympic Squad Talent Team.

Sitwell Cycling Club deliver “learn to ride” activities at Herringthorpe Stadium on a weekly basis on Saturday mornings. The sessions attract between 10- 20 participants.

Libraries

15 Rotherham Libraries welcome children from the very earliest months of life, helping parents and carers to support them as they grow and learn. Libraries provide a range of activities and events which introduce, extend and refresh the library experience for children. The Children’s Promise, developed by Libraries Connected (a membership organisation advocating for the power of libraries, representing heads of library services in England, Wales and N. Ireland) and the Association of Senior Children’s and Education Librarians (ASCEL), underpins the six Universal Offers and ensures that children are actively involved in decisions about the services that affect them as well as being offered opportunities to volunteer.

The promise includes the following goal:

“Every child and young person in libraries is inspired to read for pleasure, has access to a diverse range of materials, can engage in a variety of digital activities and can take part in activities that improve their well-being”.

In order to ensure that Rotherham Library Service continues to develop its Children’s Promise, a self-assessment tool is being developed by (Association of Children’s and Educational Libraries) ASCEL. This will be continually used to measure the service and identify areas of improvement.

Current service delivery includes:

- A wide range of modern and appealing books for Children and Young People along with Reading Well collections (books to support mental health and well-being). Books available in a community languages.
- Author Events.
- Weekly Rhyme Time sessions are held in all libraries to encourage sharing stories, rhymes and songs.
- Chatter books sessions for 7- to 11-year-olds to read and talk about the books.
- Free Computer and internet access.
- Participation in national and regional reading events that encourage participation, such as the Summer Reading Challenge, Winter Mini Reading challenge.
- Young people can take part in volunteering activities such as the Summer Reading Challenge.
- Provision of Makerspaces within libraries on a permanent and pop basis in order to provide a range of STEAM related activities.
- Creative Writing Competition (planned for Spring 2023)
- Homework clubs and code clubs
- Childrens theatre
- Fun Palaces
- Schools’ Loans Service
- Rotherham Loves Reading campaign

- Music events and operatic performances
- Art exhibitions
- School holiday activities, events and promotions
- Bookstart scheme delivering free books and gifts to children at key ages, inspiring a love of reading from birth. Libraries are partnered with Early Years, Schools and Health Care professionals to deliver the scheme.

Leisure Centres

Rotherham's leisure centres are strategically located across the borough in line with Sport England's leisure planning guidance. These centres are sited within a 20-minute drive time of all members of the community. The four sites are mostly to be found in areas where families have a low income, with Rotherham Leisure Complex situated in Rotherham's most ethnically diverse community.

The leisure centres deliver a range of programmes and opportunities for young people that include, swimming (including lessons), teen gym, trampolining, gymnastics, racket sports as well as hosting local sports club's activity. Places Leisure have formed a strong partnership with Rotherham United Community Sports Trust and deliver as part of the Holiday Activity Fund (HAF) scheme during Christmas, Summer and Easter Holidays. For the first three quarters of this financial year the centres have received 472,344 visits from young people. The leisure membership figures stands at 11,820 individual young people. Places Leisure are always keen to develop new activities and the introduction of a "sports van" scheme will be expanded in 2023 as part of an outreach programme to introduce more young people to physical activity.

B. That consideration be given to how best to expand access, especially for young people, to recreational swimming in the Borough, whilst protecting against hazards.

Leisure Centres and Country Parks

Rotherham Leisure Centres deliver an annual programme of swimming lessons in both curriculum time for schools and evenings/weekends to children and young people. The schemes incorporate educational sections on the safety of outdoor swimming with Drowning Prevention week promoted each summer. The centres distribute activity sheets, quizzes, word searches and other fun resources to aid learning. The centres have always been supportive of promoting the Council's messaging on safe swimming and the Council and Places Leisure will work together to consider ways to expand these resources to reach more young people.

Places Leisure and the Council have been developing an offer for Looked After Children (LAC) to access free swimming at all of the 4 sites. The scheme commences from the 9th January and will be monitored as part of a pilot scheme for 6 months in order to assess uptake. It is hoped this scheme will continue indefinitely. As part of the scheme during 2022 a number of LAC were taught to swim free of charge through external grant funding secured. Means tested free swimming for under 8 is still available at all of Rotherham's leisure centres.

Thrybergh Country Park has supported open water swimming for a number of years. Partnering “Swim Your Swim”, activity is available on Saturdays 2-4pm (Summer) 2-3pm (Winter) and Wednesdays 3-8pm (Summer). Children from the aged of 8 can swim with Swim Your Swim as long as they can demonstrate a good swim technique and are accompanied by a parent or guardian who is a competent swimmer themselves. This supported programme is seen as a key activity for aiding those who wish to swim “wild” in a safe environment.

Thrybergh Country Park is also host to the Swim England Open Water National Age Group Championships in August. This past year individual age groupings from 12-18 years (male and female) took place along with 19 years + open age category. A total of 258 individuals entered.

C. That the service liaise with Children and Young People’s Services to develop a system to help young carers more easily access opportunities for leisure and culture-related respite.

There are close working relationships between Culture, Sport & Tourism and Children & Young People’s Services at an operational level across a range of services. Although there are some good examples of partnership working across the two services listed below, the process of developing the Equalities Impact Assessment has highlighted that these relationships could be formalised to provide greater and more strategic benefit.

Examples of current areas of joint working to support Young Carers between Children & Young People’s Services and Culture, Sport & Tourism include:

- CCoC has worked closely with Barnardo’s Young Carers group, including running in-depth consultation sessions with the group that will help increase the accessibility of CCoC and partners’ programme delivery. CCoC has also supported the group to access different cultural activities, e.g., theatre performances. A Barnardo’s staff member sits on the CCoC Programme Board, advocating for the children and young people they work with.
- Members of Young Carers Council now sit on Rotherham Youth Cabinet, a group that shapes Council strategy and policy. This includes Young Carers feeding into the Rotherham Youth Cabinet manifesto, which is steering large-scale initiatives for children and young people including CCoC.
- Activities for young carers are not currently free within leisure centres in general, however in 2019 a package was agreed whereby all Rotherham young people on Barnardo’s case load were offered free swimming until their 18th birthday. This scheme was subsequently interrupted by the pandemic and will be picked up as part of the action planning.
- The Museums Arts & Heritage Services has been working with Rotherham United CST on a BME Young Carers project. Four sessions have taken place to date engaging 108 participants (including artists and BME Young Carers Support Staff).

Leisure Centres

Places Leisure had several conversations pre-covid to permit Young Carers up to the age of 18 access swimming for free at all sites. This project was never finalised due to the pandemic and will need picking up as part of the action plan.

D. Expanding access and hosting cultural events at varied locations across the borough

Several initiatives are already in place across the borough in Libraries, for example:

- Fun Palaces
- Makerspaces
- Author visits
- Children's theatre sessions
- Warm Welcome spaces

In addition to the core library offer that is tailored to each individual community and their priorities. In the 2021-2026 Library Strategy, the priorities of the Library Service are aligned to the wider Culture, Sport and Tourism service and as such, Libraries have pledged a commitment to contribute to the Cultural Strategy outcomes, whereby a programme of cultural and artistic activities and events will be delivered to provide everyone with the opportunity to enjoy some form of creative experience, utilising CST venues to host such events. Diversity and equality go hand in hand with arts and culture, as they encourage individuals from every background and ability to realise their true potential therefore contributing to citizens' artistic and cultural talent.

The Arts Council England 'Creative Case for Diversity' is a way of exploring how arts and cultural organisations and artists can enrich the work they do by embracing a wide range of influences and practices. The Library Strategy recognises that libraries are a critical link between Rotherham communities and the wider cultural agenda. The location of libraries within the heart of communities affords the ideal platform to develop this piece of work.

Libraries occupy a position of trust within local communities, with a customer base which strongly values local proximity and the diverse offer which is available. The thriving neighbourhood strategy works in tandem with the library service offer within a neighbourhood setting. This allows the service to tailor community activities with the demographic of each specific community where it is located. As such, the Children's Capital of Culture programme offers Libraries and the communities in which they are located, an exciting opportunity for the future to build a wide range of accessible activities for children and young people to be delivered at the heart of local communities.

The extensive consultation carried out to achieve the current Library Strategy highlighted that Libraries are falling short in terms of registering and retaining young people aged 0-3, 12-17 and 18-25. It is widely known across Libraries that these groups are specifically hard to engage with, so an action plan was

developed to ensure that these gaps in engagement are addressed and retained. This includes:

- Carrying out benchmarking with other Library services and learning from areas of excellence
- Working with HR to consider how to improve recruitment practice in order to encourage more applications from young people
- Working with Health Visitors and Children’s Centres/ local nurseries to encourage 0-3 into Libraries
- Reviewing stock and checking that books and resources meet the needs of our residents at every age.
- Carrying out further work in schools to promote Libraries and reading for pleasure
- Holding focus groups with teenagers and young adults to explore potential barriers/interest
- Working as part of the Children’s Capital of Culture partnership to improve the quality and reach of the library activities programme.
- Delivering capital improvements to Kiveton Library to enable co-location with Early Help.
- Exploring joint working opportunities with Early Help and RoSIS, RNN Group and VCS.

Children’s Capital of Culture (CCoC) is one of seven Game Changers in the Rotherham Cultural Strategy. Children’s Capital of Culture (CCoC) has a KPI of delivering high-quality cultural activity for and with children and young people aged 0-to-25 across all 25 of Rotherham’s wards during its festival year (2025).

Work towards this goal has already begun:

- During Phase One of the project (‘Starting The Conversation: 2021-22’), in-depth, in-person consultation work with 1,330 children, young people and communities took place in 13 of Rotherham’s 25 wards
- During Phase One of the project cultural activity delivery took place in 16 of Rotherham’s 25 wards.

This programme of cultural activity was free to access, and additional funding was available for individual participants’ and key groups’ access costs (e.g. transport, childcare, PA support) to further remove access barriers. Promotional materials were translated into different languages (Urdu, Slovak and French) to increase participation from communities who do not speak English or speak English as an Additional Language. At all events that weren’t drop-in (e.g. durational workshop programmes, events that are signed up for in advance), details of participants’ access requirements and/or additionalities were securely gathered in advance in order to make adaptations to ensure their needs are met.

Following consultation work with community partners, CCoC has delivered specific target programmes for children and young people with different identified protected characteristics (e.g., SEND young people, BME young people, LGBT+ young people). During Phase Two of the project (‘Making It Happen: 2022-24’), CCoC will build upon this initial work by extending the project’s geographic reach, ensuring

that high-quality cultural activities take place across the whole of Rotherham. Work so far includes:

- CCoC have begun and continue to present at ward meetings for all wards who name work with children and young people as one of their priorities, in order to gain an informed understanding of that locality and their young population’s needs, and to plan cultural activity and event delivery according. Work will continue in partnership with the Neighbourhoods team and grassroots community partners to host cultural activity in venues across Rotherham that are accessible to a wide range of different participants.
- CCoC are piloting a project with Rotherham Music that will create a “digital map” of all 25 wards in Rotherham; this will be created by and with children and young people. The pilot for this project is in two areas where there has been no CCoC delivery so far (Swinton and Anston), as well as delivering in low-income areas and areas of high ethnic diversity (Boston Castle and Rotherham East) where work has previously been done. Children and young people in these areas will participate in free creative workshops, and see their localities celebrated through an innovative “digital map” that can be accessed by a global audience. Activities will take place in a wide range of venues, including schools, youth centres, boxing gyms, and other community spaces.
- CCoC is researching a potential ‘Community Champions’ programme which will support and empower community members to deliver cultural activity relevant to their local youth population. CCoC has consulted with Leeds 2023 regarding running this kind of programme.

Flux Rotherham is a new initiative, funded by Arts Council England, which is enabling creative activities to take place across the borough and in areas which have traditionally had limited engagement in the arts and culture.

Over the last 12 months the **Events Team** have partnered with **Flux Rotherham** to support the development of community-led across the borough. Working with provision that is already embedded in the community at Ferham and Wath alongside supporting events organisers at Maltby, Swinton and Wentworth to develop and scale up annual events through the Rotherham Events Safety Advisory Group.

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

Culture, Sport & Tourism services respond to local need and demand which based on the context and experience of children and young people living in Rotherham today. Statistics show that:

- There are an estimated 57,453* children and young people aged 0-to-18 living in Rotherham (*The Office for National Statistics (ONS) mid-year estimate 2020, published June 2021).
- At the end of December 2021, 2,583 children and young people in Rotherham aged 0-to-25 had an Education Health and Care Plan (EHCP) (approx. 3.2% of the Borough’s 0-to-25 population).

- As of the January 2021 school census, 45,189 children and young people were attending Rotherham's schools. Rotherham's schools identify a relatively high rate of pupils with any Special Education Needs (17.8% - which is 1.5% above the national average).
- Of Rotherham's 16-to-17 population, 91.10% are participating in education or training, while 4% are Not in Education or Employment (NEET). The destinations of the other 4.6% of 16-to-17 year olds are now known (data updated June 2021).
- 91.9% of the overall Rotherham population are White British, while 8.1% of the population have BME identities. The percentage of BME inhabitants is significantly higher in both the centre of Rotherham Borough, and in its young population. For example, 34.8% of pupils living in Boston Castle ward are White British, while 65.2% are non-White British.
- Only half of children in Rotherham (51.1%) are active outside of school for 30 minutes or more
- Borough wide child obesity in reception year is 11%, slightly higher than the national average of 10.4%

Data from the 2017 **Active Lives Survey** showed that:

- 51.3% of people locally compared to 61.8% nationally engaged in more than 150 minutes of physical activity weekly
- 37% of people in Rotherham are inactive (less than 30 mins pw) against the national average of 25.7%.

More recent data from the Active Lives Survey in 2021 shows:

- Only half of children in Rotherham (51.1%) are active outside of school for 30 minutes or more

However recent public health data shows that:

- Borough wide child obesity in reception year is 11%, slightly higher than the national average of 10.4%

In addition to the above general context the recent **Rotherham Voice of the Child Lifestyle Survey 2022**, was shared with all students in Year 7 (ages 11-12) and Year 10 (ages 14-15), receiving responses from 4,548 students in total out of a possible 6,973: this is a 65% participation rate. In terms of protected characteristics the survey demonstrated:

- 72.6% (3301) describe themselves as White British (compared to 77.2% in 2019).
- 23% (1045 describe themselves as from a Black or Minority Ethnic group (BME), compared to 17.6% in 2019.
- 4.4% (202) preferred not to disclose information about their ethnicity.
- 54 out of 75 looked after children in Year 7 completed the survey (72%) and 58 out 96 (60%) completed the survey in Year 10.
- In total, 20.8% of respondents reported having a long- term illness, health problem, disability or medical condition. Of these, a further 839 provided further information, with the top 3 reported conditions being: asthma/breathing and fatigue, autism and mental health problems.

The survey also asked specific questions about engagement with and participation in culture and leisure activities with the following results:

- 34% report engagement in physical exercise compared to 17% in 2021.
- 32% report engagement in outdoor activities, compared to 16% in 2021.
- 22% of students say they exercise 6 to 7 times a week, compared to 20.5% in 2022.
- 6% (199) of students say they never take part in any exercise, compared to 4.3% in 2019

There was an 80% response rate to the questions about engagement with the Council's cultural and leisure provision. Of these:

- 72.5% have visited country parks
- 67% have visited leisure centres
- 56% have visited urban parks
- 61% of Y7s have visited Clifton Park Museum, compared to 55% of Year 10s.
- 55% of Y7s have visited a library, compared to 37% of Y10s.
- 36% have been to the Civic Theatre.

However, there is a need to cross-reference these findings with the equalities and ward information in order to check if there is a correlation between low levels of engagement and protected characteristics and geographical location.

Both **Libraries & neighbourhood Hubs, Events, Children's Capital of Culture and Museums, Arts Heritage** do collect more detailed data regarding protected characteristics although these are not always cross referenced e.g. while the data will show the number of visitors and participants from BME backgrounds and the age profile of visitors, it does not show the number of BME children and young people who visited and/or participated in activities delivered by these services

Libraries & Neighbourhood Hubs

Over the last 12 months:

- 970 children aged 0 - 4 and 6569 children aged 5 - 15 have borrowed a book or other library material
- Over 30000 visits have been made to libraries
- 740 children completed the Summer Reading Challenge

As a key element of the Library Review which informed the current 5- year **Library Strategy**, a three-phase consultation was carried out. The Assessment of Local Need was used to identify local need, including the general and specific needs of children who live, work and study in the borough. It provided accurate data to inform the consultation and subsequent Library Strategy. The first phase of consultation was carried out in April 2019, followed by consultation on more detailed proposals in May 2019, followed by the final phase of consultation and engagement in April 2020. Detailed proposals were shared, including identification of potential improvements to services and efficiencies, in the context of a refreshed Library Strategy. This allowed the service to identify if there is a fair representation within the local libraries to reflect the population by area. By identifying these areas for improvement, this allowed the service to target the key gaps in service engagement and formulate an action plan to address these.

Children's Capital of Culture 2025

Between August 2021 and September 2022 1,330 people took part in in-depth, in-person consultation workshops with CCoC. Of these:

- 3.7% were under 7 (aged 3-to-6)
- 37.1% were aged 7-to-11 (Key Stage 2)
- 36% were aged 11-to-16 (Key Stage 3 & 4)
- 9.3% were aged 16-to-25 (post-16)
- 1.8% were aged over 25
- 3.3% attended youth groups with a mixed junior intake (spanning ages 5-to-14)
- And 9.3% attended youth groups with a mixed senior intake (spanning ages 11-to-25)

Of these 1,330 people, 511 partially or fully completed evaluation and data collection postcards.

- 260 of the participants gave information about their ethnicity. 50.6% listed their ethnicity as 'White British', 'English' or 'White', while 50.4% listed other ethnicities ('Pakistani', 'Slovenian', 'Mixed' and 'Pakistani British' were the most represented groups in this 50.4%)
- 444 of the participants gave information about their gender. 52.5% indicated they were female, 54.5% indicated they were male, and 3% indicated they had other gender identities.

Of the 57 young people who took part in paid Young Producer traineeships with CCoC:

- 15 listed their gender as 'Male', and 38 listed their gender as 'Female'. 5 young people did not list their gender.
- 40 listed their ethnicity as 'White', 7 listed their gender as being from different BME groups (including 'Asian', 'Asian British', 'African', 'Black British', 'Caribbean' and 'Multiple Ethnic Groups'). 10 did not list their ethnicity.
- The Young Producers were recruited from 20 of Rotherham's 25 wards.
- 14 of the young people were care-experienced
- All the young people were aged 16-to-25

During Phase One of CCoC, consultation and engagement activity took place in 16 of Rotherham's 25 wards.

Events

Whilst audience attendance data is collected, demographic data is not collected at all events. The event with the most detailed data on equalities is collected for Rotherham Show which has the following audience demographic data:

- Average 60/40 split in gender in favour of women is consistent across the years
- Attendance from 16-24 year olds is consistently lower but did grow from 7% to 9% year on year
- The proportion of families with children visiting the show (51% had more than one child in their party in 2022) which is considerably higher than the

32% of households in Rotherham who have a dependent child living at home

- 39% of visitors in 2022 has at least one child aged under 5 in their party; 60% had at least one child aged 5-11 in their party; 41% had at least one child aged 12-16 in their party
- 65% of the audience attendance is from Rotherham with 24% was from the wider region and 11% outside of the South Yorkshire area.
- Visitors are staying longer at the show, in 2021 34% stayed 2-3 hours with 41% staying 3 hours or more. In 2022 24% stayed three hours with 71% staying 3 hours or more
- The ethnicity of the audience roughly tracks the ethnic breakdown of the local population year on year with 2022 's audience identifying as: White British: 91%; Asian or Asian British: 5%; Black British:1%; Mixed heritage: 3%

It is known that children and young people attend other events, for example 250 children and young people took part in Rotherham 10k in 2022, however there is no demographic data collected for these events.

Museums Arts & Heritage

Clifton Park Museum undertakes an Audience Finder Visitor Service annually through the Audience Agency. The survey uses standardised methodologies to enable the service to benchmark against previous year data and national and regional census data. The survey is collected using a systematic sample size and is undertaken for a full financial year. The data can be viewed throughout the year, to enable to service to build up an understanding of visitors throughout the year. This data is for visitors to Clifton Park Museum only and does not include targeted outreach and engagement with community groups or school visits. The data for 2022/23 is not a full year of data, as the year runs from April through to March, but is useful in providing an important snapshot into the current changing visitor profile of the Museum.

The Audience Finder data does not include the age breakdown of children, so this data is collected manually at the entrance. Data was not collected in this format during 2021/22 due to Covid measures still being in place. Table 1 shows the data on age profile of visitors so far this financial year:

Table 1: Audience Age Groups (From April 2022)	
0-5	17%
6-18	25%
18-49	47%
55 or older	11%

Children under 5 years and adults over the age of 55+ are target audiences for the service. Through ongoing engagement through its Nelson’s Cub Club programme and intergenerational family learning offer, these audiences are starting to grow.

Table 2 is taken from the Audience Finder survey and shows a sharp increase this year of female visitors. This could be due to the temporary exhibition ‘Grass Roots

to Glory – Our Story so Far’ which celebrated the untold story of women’s football in Rotherham.

Table 2: Gender		
	2022/23	2021/22
Female	77%	33%
Male	23%	67%
Other	0%	0%

Table 3 shows that the service has seen an increase over the last year of BME audiences. This is due to the ongoing targeted engagement with BME communities and individuals to empower them to share their stories and collections with us. This ongoing engagement is continuing through the development of the Early Years Programme in which anti-racism practices are being embedded as the service co-creates the programme with BME families and recruits artists who reflect the diversity of the families it works with.

Table 3: Ethnicity		
	2022/23	2021/22
Asian or Asian British	11%	5%
Black or Black British	3%	1%
Mixed: Multiple Ethnic background	0%	3%
White	81%	90%
Other	6%	1%

The BME population of Rotherham more than doubled between 2001 and 2011, increasing from 10,080 to 20,842. 8% of the population belonged to ethnic groups other than White British in 2011 (6% were from non-white groups), well below the English average of 20%. The white minority ethnic population (almost all European) was 2,368 in 2001, rising by 82% to 4,320 in 2011.

Table 4 shows the slight increase in visitors who consider themselves to be disabled or a long-term health condition. The service has undertaken an access audit for Clifton Park Museum to understand and mitigate some of the access challenges faced by some audiences. This work is ongoing and will also see the introduction of a Changing Places facility at Clifton Park Museum in 2023.

Table 4: Identify as D/deaf, disabled or living with a long-term health condition		
	2022/23	2021/22
Yes	7%	6%
No	93%	94%

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

Consistent collection of equalities and demographic data across all services

Some services within Culture, Sport & Tourism have data collection and analytics systems that are well developed and are able to better monitor and support targeted audiences, where others have historically lacked the systems and process to gather this information. The following services do not collect or hold equalities information regarding age, ethnicity or gender:

- Green Spaces
- Rotherham Music
- Rotherham Civic Theatre

Leisure Centres ensure all participants are logged as members- whether paying or non-paying. However, not all equalities data is captured by Places Leisure as a company and this is reflected locally. Future actions will require further exploration of the ability to collect member data relating to disability and ethnicity.

The **Children's Capital of Culture (CCoC)** programme is in its infancy having delivered one year of public engagement activity following its launch in February 2022.

At the start of the CCoC project, the CCoC delivery team undertook in-depth consultation with local children and young people about how they wanted to be worked with. Young people demonstrated a very clear adverse reaction to personal characteristic-based audience segmentation (e.g., that they didn't want to be 'pigeon-holed' based on their identities). In respect of this, CCoC only undertook a limited collection of demographics data from the over 99,000 participations its activities had during Phase One of the project.

Though it is understandable that young people feel reluctant to share by demographics data, this means it difficult to accurately measure the breadth and reach of CCoC activities, including whether participants are reflective of the diversity of Rotherham's communities and whether the programme is meeting the needs of participants with protected characteristics. An evaluation of the UK Community Renewal Funded programme to support young people aged 16-25 to undertake paid traineeships found that many were unwilling to disclose details regarding personal characteristics such as gender identity or neurodiversity until trust had been built with their host organisation. This resulted in the data mis-representing the cohort as this data is collected at the start of employment. The cohort was known to have a high proportion of trans and non-binary young people however employment data collection only offers the option of 'male', 'female' or 'prefer not to say', as such this data could not be captured.

CCoC did not collect data from the Young Producer cohort pertaining to sexual orientation, religion or belief, marriage or civil partnership, and pregnancy and maternity. There is a balance between ensuring that young people do not feel "over-scrutinised" and/or pressured to disclose personal information and ensuring data is collected robustly to enable enactment of effective equality and diversity measures.

As the programme develops an Evaluation Framework will be required which is both respectful of the wishes of children and young people and the data they wish to share, whilst enabling the service to ensure that there is an appropriate level of representation and reach within marginalised groups.

Ability to identify and effectively reach Young Carers

Whilst there are some known networks for Young Carers such as Barnardo's in Rotherham and links via the Early Help team, it is recognised that often young carers don't identify themselves as such and would not see themselves as caring for a relative in order to categorise themselves in this way.

Through relationships that the CCoC programme has built with Early Help, it is clear that schools and colleges where a close relationship is built between teachers and students is often the best route to identifying young carers. The service needs to build closer links with adults in the lives of children to gather better data and document the true number of young carers who could benefit from the support offered by cultural venues and partners.

Data-driven engagement and participation programmes and sharing best practice

For services where data is captured more effectively, such as **Libraries & Neighbourhood Hubs** and **Museums, Arts & Heritage** it is clear to see high levels of engagement with communities including:

- Women and Girls (Libraries & Neighbourhood Hubs)
- Children 0-11 (Libraries & Neighbourhood Hubs; Museums, Arts & Heritage)
- Adults aged 55+ (Libraries & Neighbourhood Hubs; Museums, Arts & Heritage)
- BME Communities (Museums, Arts & Heritage)

These two services are more developed in their programmes and have worked hard to embed themselves with key target communities through aligning their needs with other Council departments, such as Early Help and RoSIS to engage with young people. This also means strengthening the contribution services can make to the wider strategic priorities of the Council and the voluntary and community sector, such as working with **Places Leisure** to engage young people with the co-located library at Maltby providing an ideal opportunity to reach users of the leisure centre. In turn the library can enable Places Leisure to reach those who might not otherwise engage with their services, helping to increase levels of physical activity which can improve health outcomes in the borough.

The best practice models and data collection within these services can be shared across Culture Sport & Tourism helping to develop consistent methodologies and case studies for engagement and participation programmes in other areas of the service.

<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>The Cultural Strategy report to Cabinet in June 2019 included an Equalities Impact Assessment and the Cultural Partnership Board has an action plan which includes a section on Equalities. This is monitored at each meeting with partners asked to update in time to discuss any issues by exception. In addition, the Board are currently working up an additional suite of KPI's as mentioned in the action plan.</p> <p>An evaluation and monitoring framework is being developed for Children's Capital of Culture and this will enable us to track the change that young people want to see against a baseline. This will be cross-referenced with the Rotherham Voice of the Child Lifestyle Survey, which also provides useful annual data about children and young people's participation in leisure and culture and information about some, but not all, protected characteristics.</p> <p>The Culture Sport and Tourism service produces quarterly monitoring reports in partnership with the Council's performance Team. This data however, is patchy in terms of equalities and work is ongoing to build a more comprehensive set of KPI's and produce new method statements for data collection.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Library Services consultation: (list as per Library Strategy EIA)</p> <p>Children's Capital of Culture: consultation with young people undertaken in 2017, 2018, 2021 & 2022</p> <p>Museum, Arts, Heritage: Qualitative focus groups and workshops and Audience Finder Surveys 2019, 2020, 2021, 2022.</p> <p>Events: Event evaluations for UPLIFT Skate & Arts Festival (2022), WoW – Women of the World Festival (2022) and Rotherham Show (2019, 2021 & 2022)</p> <p>Engagement with Young Inspectors programme from Events, Rotherham Civic Theatre, Green Spaces, Museums, Arts & Heritage, Children's Capital of Culture.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Staff across Culture Sport Tourism (CST) were consulted in the early stages of the Cultural Strategy's production via the Operational Managers Group. In addition, 3 workshops took place with officers</p>

	<p>across the Council with representation from Adult Social Care, Children and Young People’s Services, Corporate Communications, Public Health, Regeneration and Environment.</p> <p>The CST team met as part of the monthly Operational Manager Group meetings in January 2022 and discussed the collation of KPI’s and measuring performance. This included a mini workshop on how to measure and collect the relevant information.</p> <p>Library Strategy Consultation 2020.</p> <p>There are a number of established Working Groups which bring officers from across the service and beyond the Council together to undertake delivery of major programmes. These groups are focused on operational delivery but also offer an opportunity for staff to share their views and expertise. Examples include:</p> <ul style="list-style-type: none"> • Open Water Safety Group • Women’s Euro22 Leagcy • Rotherham Show Community Production Board • Rotherham 10k Town centre road race • The “Big Active Conversation” network
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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)

Given the Scrutiny Review lines of enquiry, this section focuses on the above protected characteristics in relation to children and young people.

There has been significant expansion in the availability of activities for children and young people at Council facilities such as the **museum, libraries** in general, and the work on the **Children’s Capital of Culture**. This increase has also seen improvement in the variety of the activities on offer. The breadth of partners delivering quality work with children and

young people has also increased through organisations such as **Flux Rotherham, Gullivers, Grimm and Co, Magna and Wentworth Woodhouse.**

Age: The data held in relation to young people notes there is evidence of take up across the different age groups 0-25, but this is not consistent at each age group and not consistent across all wards within the borough. Therefore, there is still work to do.

Disability: In terms of disability provision, this is not consistent. Whilst partners have worked to ensure activities, events and venues are inclusive and accessible (for example, through provision of Changing Places facilities, sensory spaces and mobility support) there is still more to be done if activities are to accommodate the needs of people with a range of physical disabilities, learning disabilities, sensory conditions, neurodiversity and mental health conditions. Once again, working with experienced partners in Children and Young People’s services and community partners such as SENSE and Artworks Rotherham, to develop targeted activity.

Sex: Provision for women and girls has been one of the major recent successes. The legacy work relating to the **Women’s Euros 2022** and the subsequent **WoW Festival** (now biannual) have provided the resource and profile to engage with many young women and girls to understand what provision they would like to participate in, provide the opportunity to trial new ideas and fund new activity. This work will continue and partners will also investigate the need for targeted work with boys where there is low take-up of provision.

Gender Reassignment and Sexual Orientation: A number of “go see” visits have taken place with Early Help groups as part of the **Children’s Capital of Culture** programme and the **WoW Festival** specifically targets LGBTQIA+ groups. This is another area where further consideration needs to be given.

Race, Religion and Belief: Provision considering race, religion and belief have made positive strides forward with specific provision targeting young carers at the museum (and their families) and local community groups available as examples of best practice. The Cultural Partnership Board has invited 3 new members from BME communities as advocates for young people and the creative industries.

Significant efforts to target priority communities where historical uptake in activity has been low have been made. An example of such provision is through **Flux Rotherham**, who have managed to engage with a variety of communities from a geographical perspective. Suitable facilities and locations from which to operate in all wards are just a couple of the limiting factors at play.

Culture Sport and Tourism and the **Cultural Partnership Board** still recognise that whilst significant progress has been made since 2019, there is still a long way to go. **Children’s Capital of Culture** is an important vehicle for change.

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

Affordability and available resources: partners recognise the need for events and activities that are free or very low cost, but this has to be balanced against the need to

make available resources stretch. External funding has been critical in bringing in new investment to make new, free or low cost, activity take place.

Transport and travel still play a huge factor and the current cost of living crisis is not helping with an already struggling community.

Variety and volume: Levels of provision overall are still lacking, this includes variety both in terms of the activity and the location geographically. Significant sums of external grant funding have been obtained in recent times, but this only goes to highlight how much ground Rotherham needs to make up - with Active Lives data and Voice of the Child Lifestyle demonstrating there is still more work to do to increase the scale and diversity of the offer and meet the needs and aspirations of local young people.

Lack of suitable high quality specialist provision: Ward based provision for culture, sport and the arts can be challenging if the right facilities and suitable locations don't exist. This is not an easy problem to overcome, and CST officers and partner organisations have had to be creative in where activity is delivered. This is obviously not a "quick fix" but the Council's capital improvement programme has made significant steps forward and will play a part in providing facilities for the future. Libraries and parks continue to have an important role at a neighbourhood level.

Normalising and valuing participation in culture, sport and physical activity

Local leaders and adults in the lives of children and young people still need to be vocal about normalising engagement. Local communities will only "know what they know" and many programmes over the past year have started to use the community champion model: for example, Moving Rotherham Partnership has worked with senior officers/leaders to help influence positive messaging.

Understanding the Value and Impact of Culture, Green Spaces and Physical Activity

A significant outcome from the Covid-19 pandemic was that people began to better understand the important role culture plays in society, particularly in relation to health and wellbeing. As Rotherham continues its recovery from the pandemic, culture has an important role to play in inclusive economic growth, developing skills, confidence, community cohesion and civic pride.

Insufficient Marketing and Communications: Communities and groups still don't know where to find out about activity and more consistent, creative ways of reaching residents need to be developed. Furthermore, as the industry itself recovers, generating sales and other trading are increasingly important to creating an sustainable and resilient sector.

Data gathering analysis and reporting: Consistency around data is still an issue. There is a need to develop this further across Council services and with the wider Cultural Partnership Board, Public Health and CYPS. Work is required with services that are less developed in their improvement journey: for example Green Spaces, the Music service and the Theatre.

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

Scale, variety and choice The CST service is working hard to improve the variety of the offer through providing more choice on how and where people are able to participate: there has been a significant improvement in the scale of the offer as a consequence of Gullivers, Wentworth Woodhouse, Flux Rotherham and funded

Quality There are a number of organisations that are genuinely leading the way in relation to work to engage young people and those who would otherwise not take part: for example Grimm and Co, Rotherham Museum, CCoC and Flux. Partnership-working has improved significantly and best practice is being shared. This is resulting in better quality engagements with young people.

Improved libraries and other spaces and places The Council’s Capital programme for libraries has enabled better quality, more welcoming environments in local neighbourhoods. Developments at Gullivers, Wentworth Woodhouse, Grimm and Co, Rotherham Civic Theatre, Herringthorpe Stadium, Clifton Park Museum and play facilities across the borough have significantly improved the quality of the offer.

Better Reach through More Targeted Activities Good work has taken place to identify gaps in beneficiaries and deliver targeted activities which meet the needs and aspirations of , reach an agreement to support Looked After Children with a VIP free offer to access provision at all 4 local leisure centres.

Consultation, Data and Evaluation The quality of the data and insight/evaluation that has been undertaken more recently is much improved. Services generally now have a much better understanding of the needs of young people and other vulnerable communities. Positive examples can be found within the Moving Rotherham Board, CCoC Board and Cultural Partnership Board. These boards have enabled good practice to be shared.

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).

The majority of Culture, Sport and Tourism provision is universal, and the challenge is to ensure that gaps are filled rather than excluding sectors of the community.

The development of Children’s Capital of Culture initiative as the driving game changer for the Cultural Partnership Board provides significant opportunities for CYP, however the programme also recognises the importance of adults in the lives of young people. This ensures that adults across the borough have the opportunity to be included. Another good example of this is Flux Rotherham, which secured investment of £2m for creative activities with post 16 residents. This has enabled communities across the borough to experience and participate in a wide range of Arts and Cultural activities.

Moving forward, all partners recognise the importance of working with people with protected characteristics in addition to the wider community.

Appendix 3b

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

Title of analysis: Spotlight Review - The Cultural Strategy
Directorate and service area: Regeneration and Environment; Culture, Sport and Tourism
Lead Manager: Chris Siddall, Head of Sport, Leisure & Strategic Partnerships
Summary of findings:
<p>The Culture, Sport and Tourism (CST) Service within the Council deliver and facilitate a wide range of activities for children and young people across the borough. The various teams have different levels of resource from which to actively engage with the community and rely heavily on attracting additional funding from external resources. The service coordinates the borough's Cultural Partnership Board and Moving Rotherham Board and oversee the delivery of the Cultural Strategy. It's mission to 'Get more people, more active, creative and outdoors, more often' is in recognition that levels of participation in cultural and physical activity generally track at 10% below the national average. An extensive range of partners support the strategies delivery and relationships have been built over significant periods of time to ensure commitment and joint working is at its most productive.</p> <p>This report highlights the many ways in which young people are presently engaged in culture, however it also acknowledges weakness in certain areas, in particular around data collection, evidencing attendance from for example, BAME communities and those with a disability. In the main, this is due to funding partners not requiring this information and the complexities around the data collection itself. It is worth noting, however that CST are currently reviewing their performance monitoring with a view to capturing this additional information.</p> <p>Strides have been made in recent months on inclusive offers for swimming in the borough's leisure centres, but the service is aware there is still work to do- particularly relating to young carers.</p>

The report highlights the extensive measures the Children’s Capital of Culture Programmes is taking to engage with a wide variety of young people from all backgrounds and communities. Libraries remain a vital resource in ensuring people are able to access, in the main, free services, locally. The borough’s leisure centres, museum and heritage sites also support an extensive and varied network of activity.

The report finally concludes with an assessment on how it meets the needs of people with protected characteristics, the barriers it faces and has produced a robust action plan from which to measure and report upon the recommendations of the Spotlight review in a smart and timely manner.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
A. That the range of available activities tailored for young residents of the Borough be prioritised for expansion.		
<ul style="list-style-type: none"> Develop an evaluation and monitoring framework for Children’s Capital of Culture 2025 to track the change that young people want to see and monitor progress against these factors 	A, D, S, GR, RE, RoB, SO	June 2023
<ul style="list-style-type: none"> Audit of provision and usage from across Cultural Partnership Board to better understand current provision and any equalities cold spots 	A, D, S, GR, RE, RoB, SO	June 2023
<ul style="list-style-type: none"> Create a Task & Finish Group from the Cultural Partnership Board to support the development of a children and young people build-up programme for Children’s Capital of Culture 2025 	A, D, S, GR, RE, RoB, SO	March 2023
<ul style="list-style-type: none"> Develop a new data dashboard for CST and the Cultural Partnership Board of consistent KPI’s, building on best practice 	A, D, S, GR, RE, RoB, SO	April 2023
<ul style="list-style-type: none"> Work with HR to consider how to improve recruitment practice in order to encourage more job applications from young people 	A, D, S, GR, RE, RoB, SO, C	April 2023

<ul style="list-style-type: none"> Work with Health Visitors, Early Years and Children's Centres/local nurseries to encourage 0-3 into Libraries. Identify particular opportunities where a library is co-located 	A, D, S, GR, RE, RoB, SO, C	May 2023
B. That consideration be given to how best to expand access, especially for young people, to recreational swimming in the Borough, whilst protecting against hazards		
<ul style="list-style-type: none"> Develop a programme of swimming lessons at Open Water sites to incorporate a water safety module 	A, D, S, GR, RE, RoB, SO	December 2023
<ul style="list-style-type: none"> Roll out free swimming provision for Looked After Children in all leisure centres 	A, D, S, GR, RE, RoB, SO	January 2023
<ul style="list-style-type: none"> Expand the water safety resource pack from leisure centres to include key water attractions in the borough through Discovery Days at Country Parks e.g., Thrybergh, Ulley and Rother Valley 	A, D, S, GR, RE, RoB, SO	May 2023
C. That the service liaises with Children and Young People's Services to develop a system to help young carers more easily access opportunities for leisure and culture-related respite		
<ul style="list-style-type: none"> Work with Children & Young People's Services to formalise delivery of cultural and sport services for young people from marginalised backgrounds e.g., young carers 	A, D, S, GR, RE, RoB, SO	June 2023
<ul style="list-style-type: none"> Coordinate a cultural offer working in partnership with local authority teams and the Young Carer's Service provided by Barnardo's. This is to include training on identifying Young Carer 	A, D, S, GR, RE, RoB, SO	March 2023
D. Expanding access and hosting cultural events at varied locations across the borough		
<ul style="list-style-type: none"> Create a Task & Finish Group from the Cultural Partnership to support the development of a children and young people build-up programme for Children's Capital of Culture 2025 	A, D, S, GR, RE, RoB, SO	March 2023
<ul style="list-style-type: none"> Work with Rotherham Events Safety Advisory Group to consider a programme of training and development for local event organisers 	A, D, S, GR, RE, RoB, SO	June 2023

<ul style="list-style-type: none"> The Culture, Sport and Tourism Service are in the process of developing a Major Events Strategy. The strategy will also consider legacy and impact on local residents- broader than the event itself. 	A, D, S, GR, RE, RoB, SO	December 2023
<ul style="list-style-type: none"> Work as part of the Children's Capital of Culture partnership to improve the quality and reach of the library activities programme 	A, D, S, GR, RE, RoB, SO, C	June 2023
<ul style="list-style-type: none"> Carry out benchmarking with other LAs/partners and organisations in order to learn from areas of excellence 	A, D, S, GR, RE, RoB, SO, C	June 2023
<ul style="list-style-type: none"> Work with CYPS to cross-reference data in the Voice of the Child Lifestyle Survey related to equalities, geographical residence and cultural and leisure engagement 	A, D, S, GR, RE, RoB, SO, C	June 2023

***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
Polly Hamilton	Assistant Director for Culture, Sport & Tourism	11 th January 2023
Paul Woodcock	Strategic Director for Regeneration & Environment	12 th January 2023
Cllr Dave Sheppard	Cabinet Member for Social Inclusion	12 th January 2023
Chris Siddall	Head of Sport, Leisure and Strategic Partnerships	11 th January 2023
Leanne Buchan	Head of Creative Programming and Engagement	11 th January 2023
Zoe Oxley	Head of Operations & Business Transformation	11 th January 2023

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	11 th January 2023
Report title and date	Cabinet's Response to the Scrutiny Review - Cultural Strategy 13 th February 2023
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	11 th January 2023