

## APPENDIX 2.

### 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: Cabinet Response to Spotlight Scrutiny Review on COVID-19 Care Home Safety</b>	
<b>Directorate:</b> Adult Care, Housing and Public Health	<b>Service area:</b> Commissioning
<b>Lead person:</b> Karen Smith	<b>Contact:</b> <a href="mailto:Karen-nas-smith@rotherham.gov.uk">Karen-nas-smith@rotherham.gov.uk</a>
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Please provide a brief description of what you are screening
The Cabinet report is in response to recommendations from Scrutiny around how the Council will continue to support recruitment and retention within all independent sector care homes for older people in Rotherham.
The Council will also continue to provide support to all care home providers such as regular engagement, access to training/guidance and the Incident Management

Team (IMT) approach, which were adopted during the pandemic.

The Council will also continue to engage with all care home providers on the Fair Cost of Care and Market Sustainability Plan.

### 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?	Yes	
Could the proposal affect service users?	Yes	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	Yes	
Have there been or likely to be any public concerns regarding the proposal?		No
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect the Council's workforce or employment practices?		No

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

Not applicable.

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 proposal for the Council to continue to support recruitment and retention within independent sector care homes for older people will have a positive impact on the future delivery of maintaining safe, quality services to provide care and support to predominantly older people (65 years and over) with physical disabilities / long term health conditions.

The proposals will continue to have a positive impact on all residents and staff members in care home for older people (65 years and over) in Rotherham, regardless of their protected characteristics.

The adult social care workforce training programme will continue in 2023/24 and will be available to all staff members working in care homes for older people, regardless of their protected characteristics.

The proposal for the Council to retain the benefits of supportive models such as regular engagement, access to training/guidance and the Incident Management Team (IMT) approach, which were adopted during the pandemic will also continue to have a positive impact on residents and staff members in care homes, regardless of their protected characteristics.

The Fair Cost of Care exercise and Market Sustainability Plan will also continue to provide additional financial support to the care home sector to continue to provide safe, quality, and sustainable services for residents with complex health and social care needs, regardless of protected characteristics.

The recommended proposals have positive outcomes on equalities for residents in care homes.

There are no further actions required to mitigate any impacts, therefore an Equality Analysis Form (Part B) is not required.

These proposals will ensure safe, quality and sustainable services can continue to be delivered.

<ul style="list-style-type: none"> <li><b>Key findings</b></li> </ul> <p>There is a commitment within Rotherham to sustain and maintain the care home market through the Fair Cost of Care exercise and Market Sustainability Plan, including regular engagement with the care home market.</p> <p>This commitment is also enshrined within Section 5 of the Care Act 2014 as the Council has a statutory duty to promote an effective and efficient market of care and support services, also referred to as 'market shaping'. This includes both ensuring the sustainability of the market and fostering a workforce able to deliver high quality services.</p>	
<ul style="list-style-type: none"> <li><b>Actions</b></li> </ul> <p>No actions required.</p>	
Date to scope and plan your Equality Analysis:	Not applicable
Date to complete your Equality Analysis:	Not applicable
Lead person for your Equality Analysis (Include name and job title):	Not applicable

## 5. Governance, ownership and approval

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

Name	Job title	Date
Scott Matthewman	Interim Assistant Director, Commissioning	09/02/2022
Steph Watt	Interim Head of Adults Commissioning	09/02/2022

## 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>	9 February 2023
<b>Report title and date</b>	Cabinet Response to Spotlight

	Scrutiny Review on COVID-19 Care Home Safety
<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>	Cabinet – 20 March 2023
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	10 February 2023.