

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 Recommendations– Modern Slavery

Directorate:
Regeneration and Environment

Service area:
Community Safety

Lead person:
Steve Parry – Community Safety Officer

Contact:
Steve.parry@rotherham.gov.uk

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

2. Please provide a brief description of what you are screening

Cabinet's response in respect of the recommendations made by Overview and Scrutiny Management Board in respect of the council's response to modern slavery and human trafficking.

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.

Appendix 2

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		X
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		X
If you have answered no to all the questions above, please explain the reason		

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

Modern Slavery and Human Trafficking is a priority of the Safer Rotherham Partnership (SRP) and the recommendations made by the Overview and Scrutiny Management Board support achievement of this priority across all protected characteristic groups. Data, including demographic data, of victims of Modern Slavery related crimes reported to the Police and the National Referral Mechanism is reviewed on a quarterly basis.

- **Key findings**

The joint strategic intelligence assessment (crime audit), which is carried out annually by the SRP identified Modern Slavery and Human Trafficking as a continuing priority crime risk for Rotherham. Analysis of intelligence and data includes demographic data relating to victims and perpetrators (where available) and shows that victims of Modern Slavery can come from any of the protected characteristic groups. It is also acknowledged that Modern Slavery is often a hidden crime and is under-reported, and a drive to increase awareness is paramount to identifying and supporting victims and bringing perpetrators to justice. The Safer Rotherham Partnership (SRP) acknowledges that diverse communities may experience the impact of crime differently and their needs and requirements may also be different.

- **Actions**

In developing the SRP priorities, a structured risk assessment process was undertaken to identify the level of risk in relation to impact and harm on individuals and communities, likelihood, confidence in the data and organisational factors such as public expectations and capacity to respond to the issue. This enabled risk areas to be scored and prioritised. The analysis was validated by partner professionals with expertise and experience in the relevant fields. Following this process, Modern Slavery was adopted as a key area for action under the SRP Protecting Vulnerable Adults priority.

When developing and agreeing the priorities for 2022-25, the SRP consulted widely to take into account the views, needs and expectations of stakeholders, including protected characteristic groups and representative organisations.

Progress is reported to the multi-agency SRP Board meetings and forms part of the Board's quarterly performance management dashboard.

Appendix 2

Date to scope and plan your Equality Analysis:	30 June 2023
Date to complete your Equality Analysis:	30 June 2023
Lead person for your Equality Analysis (Include name and job title):	Steve Parry Community Safety Officer (Vulnerable Adults)

5. Governance, ownership and approval

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

Name	Job title	Date
Emma Ellis	Head of Community Safety and Regulatory Services	7 July 2023

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 on20 the Council's Equality and Diversity Internet page.

Date screening completed	30 June 2023
Report title and date	Cabinet's Response to the Scrutiny Review – Modern Slavery
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	5 July 2023