

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: Local Labour Policy - Planning

Directorate:
Regeneration & Environment Services

Service area:
Planning Policy
Planning, Regeneration and Transport

Lead person:
Winsze Lam
Assistant Planning Policy Manager

Contact:
01709 822874

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Expanding economic opportunity is one of the five themes set out in the Council Plan's vision. To achieve this vision, the Year Ahead Plan sets out a requirement for the Council to '*Adopt a local labour policy to encourage and/or enable local people to access job opportunities arising from major development sites*'. (Ref.4.8 in the Year Ahead Plan 2023 - 2024).

The report seeks Cabinet approval for the Local Labour Policy Interim Policy Statement to support the implementation of Local Plan Policy CS10 Improving Skills

and Employment Opportunities when granting planning permission for major and/or employment generating developments. This will increase the opportunities for local people to access jobs as set out in the Year Ahead Delivery 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? <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>	✓	
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>		✓
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>	✓	
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>		✓
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>		✓
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>		✓

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

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

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

4. Considering the impact on equality and diversity

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

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

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

• How have you considered equality and diversity?

The adopted Core Strategy was subject to separate equalities impact assessment as part of iterative and comprehensive Integrated Impact Assessment (IIA) reports. Please see Core Strategy IIA Report – Appendix G: https://www.rotherham.gov.uk/downloads/file/1442/adopted_core_strategy_integrated_impact_assessment

Agreeing a local labour policy is included in the Equalities Action Plan 2023/2024 adopted by Cabinet at its meeting in July as a workstream that will deliver equalities outcomes.

• Key findings

There is no proposed change to the wording of the Policy and its implementation is in line with the purpose of the Local Plan and the Council Plan.

The policy relates to the Theme 4 Council Plan commitments - 'Expanding Economic Opportunity' of:

- Support people to improve their skills and secure decent work through a range of schemes and initiatives
- Deliver improvements and opportunities for local communities through major regeneration programmes
- Secure further commitments through our social value policy and work with partners to maximise the impact of our collective spending power

There are beneficial outcomes from an equalities perspective. The local labour policy will promote access to local labour employment, education and training and seek to ensure that new major developments contribute towards these, which benefits both businesses and local communities.

• Actions

The Council Plan and the Year Ahead Plan are subject to regular update where equality assessment would be undertaken and review accordingly.

No detrimental impact identified when monitoring through the Year Ahead Plan.

Appendix 2

Date to scope and plan your Equality Analysis:	
Date to complete your Equality Analysis:	
Lead person for your Equality Analysis (Include name and job title):	

5. Governance, ownership and approval

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

Name	Job title	Date
Andy Duncan	Planning Policy Manager	30/11/23

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	28 November 2023
Report title and date	Local Labour Policy - Planning
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet – 22 January 2024
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	28 November 2023