

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: LGA Corporate Peer Challenge Progress Review Visit	
Directorate: Assistant Chief Executive	Service area: Policy, Performance and Intelligence
Lead person: Fiona Boden	Contact: Simon Dennis
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify:	
Reporting the results of a progress review visit following a previous external inspection.	

2. Please provide a brief description of what you are screening
<p>Following the LGA Corporate Peer Challenge (CPC) in June 2023, a Progress Review Visit took place on 21 December 2023. This visit was to enable the Council to update the LGA Peer Review Team on progress made and receive feedback, including how the high-level action plan aligns to the CPC recommendations made.</p> <p>The findings from the Progress Review Visit were received in January 2024 (see Appendix 1 of the main report). This report provides an overview of the findings.</p>

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 publication of the LGA CPC Progress Review Visit report has no direct impact in itself on Council Services and accessibility.

However, the progress visit findings will inform the Council's continued delivery of the action plan, which may lead to equality-related considerations. The actions either involve continuing to deliver initiatives already in place or will prompt the development of a more detailed action going forward. Some actions have also now been completed. Any future initiatives or events arising from the plan should be subject to their own separate assessment.

- **Key findings**

Whilst the overall publication of the report does not impact on equalities, there are specific actions in the continued delivery of action plan and associated Progress Visit feedback that could have an equalities implication or consideration.

These include, but are not limited to:

- The need to ensure that the response to recommendation 4 of the Peer Challenge (which requires the development of effective pathways and mechanisms for local people, especially young people) effectively addresses the need to ensure any pathway specifically addresses all protected characteristics and not just young people.
- The need to ensure that the improved methods of employee engagement, identified in recommendation 1, continue to enable all employees to engage and communicate with the Council irrespective of all protected characteristics.
- The improvement of outcomes for all residents, required as part of recommendation 6, needs the Council to ensure that improved outcomes and customer experience is delivered irrespective of the protected characteristics of those residents.

Equalities impacts were also considered in relation to actions in the plan that are now complete:

- The need to ensure that wider celebration events for the workforce and any stakeholder event were held in a way to enable all employees to participate irrespective of protected characteristics. These were held online and in various locations across the borough to ensure accessibility to all.

- The action to “Hold an event to bring stakeholders together, to capture people’s views to help update the Rotherham Story and have a positive place narrative for the borough” needed to ensure that all relevant stakeholders were appropriately engaged, and the event was carried out in line with the requirements of the Consultation and Engagement Toolkit.
- The agreement of a Digital Inclusion Strategy, which includes activity to target places and groups that are most at risk of exclusion.
- Regeneration project designs are developed in consultation with Rotherham residents and construction of new buildings and facilities includes consideration of accessibility. For example, at Century II, provision has been made for the needs of wheelchair and semi ambulant users in the design of the new building and development site.

Any further consultation that is required as part of the response to the ongoing action plan and Progress Visit findings will be delivered in line with the Council’s approach to consultation and engagement, utilising the Consultation and Engagement Toolkit. These outcomes will inform the future equalities assessments connected to those actions.

• **Actions**

The previous Equality Screening which accompanied the report to Cabinet in September 2023 stated that an Equality Analysis would be produced upon completion of the detailed Corporate Peer Challenge Action Plan. However, the remaining actions contained within the Corporate Peer Challenge Action Plan are being embedded within the Year Ahead Delivery Plan for 2024-25 which is reported publicly every six-months. Therefore, where actions require an Equality Analysis, these will be developed individually and the outcome of the activity will be reported through the six-monthly Council Plan/Year Ahead Delivery Plan Progress Reports.

Should any of the listed actions within the Corporate Peer Challenge Action Plan require a separate Cabinet decision, they will also be subject to a separate Equality Analysis in the usual manner.

Date to scope and plan your Equality Analysis:	In line with Council Plan/YADP reports to Cabinet in 2024/25.
Date to complete your Equality Analysis:	As above
Lead person for your Equality Analysis (Include name and job title):	Simon Dennis Corporate Improvement and Risk Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Fiona Boden	Head of Policy, Performance and Intelligence	08/02/2024
Steve Eling	Policy and Equalities Manager	09/02/2024

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	08/02/24
Report title and date	LGA Corporate Peer Challenge Progress Review Visit – 18 March 2024
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	LGA Corporate Peer Challenge Progress Review Visit – 18 March 2024 – publication date 4 th March 2024.
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	8 th February 2024