

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: Social Value annual report and Social Value Policy	
Directorate: Assistant Chief Executive's	Service area: Policy, Performance and Intelligence
Lead person: Steve Eling	Contact: 01709 254419
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
<p>The report provides an update to the Council's Social Value Policy and an annual report of progress made over the last year along with recommended key actions for the year ahead.</p> <p>The updated Social Value Policy sets out the aims and framework for procurers, commissioners, contract managers and the Council's suppliers and residents. The annual report also identifies the practical steps the Council will take to maximise the amount of social value in the borough.</p> <p>As part of its approach, the Council is committed to working with partner</p>

organisations (through the Rotherham Together Partnership), including the NHS and Police, to collectively increase the amount of social value secured by public sector organisations through a jointly agreed social value charter. The five pillars of Community Wealthbuilding promoted by the Centre for Local Economic Strategies (CLES) also provide policy priority drivers.

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>		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

N/A

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 policy is underpinned by the aim to support the employment (and education and training) of several disadvantaged groups including disabled people who are currently disadvantaged in the labour market.

- **Key findings**

Addressing inequalities is central to the social value outcomes that have been prioritised. These include a wide range of groups who will be supported through increased training, school visits, employment, and apprenticeship opportunities.

In addition, the policy is also about changing the way the Council commissions services. Taking forward the principles places emphasis on co-designing services and involving service users throughout the process. This will increase the role and voice of all groups.

- **Actions**

The update of the policy has celebrated success since adoption in October 2019 including accreditation for the Real Living Wage, winning a national award for social value and the outcomes of both social value committed and delivered.

The policy is monitored annually with a report to Cabinet each March. Named officers are responsible for considering the impacts and outcomes of each individual procurement or commissioning process. An action plan is being delivered to embed social value in the working of the Council and develop forward looking actions. For 2023/24, specific actions were agreed by Cabinet to advance progress against the policy:

- Focus on increasing social value commitments for skills and employment.
- Further research to build local market intelligence.
- Supporting new and existing businesses to enter into new markets, from which the Council buys goods and services through the work of Rotherham Investment and Development Office (RiDO) and meet the buyer events supported by Go4Growth & Rotherham & Barnsley Chamber of Commerce.
- Continuing to embed the foundations of strong social value delivery through contract manager and supplier learning and development, tools and evaluation.

For 2024/25, the priority actions are recommended to cover:

- Approval of the updated Social Value Policy.
- Formally launching the updated Social Value Policy and Commissioning Toolkit at

<p>the Social Value Annual Event to be held in July.</p> <ul style="list-style-type: none"> • Key priorities for 2024 to including: <ul style="list-style-type: none"> a) Community Wealthbuilding by growing employee and worker owned businesses in the borough. b) Building the capacity of local SMEs through a combination of 'one to many' and tailored one to one support. c) Maximising social value opportunities and commitments through local market analysis. d) Developing the local procurement anchor network through work with anchor organisations to help them develop social value approaches and processes. 	
Date to scope and plan your Equality Analysis:	The Social Value Policy is reviewed and monitored on an annual basis. This captures the impacts of the policy.
Date to complete your Equality Analysis:	To be completed by officers for individual procurement and commissioning processes.
Lead person for your Equality Analysis (Include name and job title):	Individual officers are responsible for each procurement and relevant priority developments. The Procurement Service oversee details for procurement of contracts. The officer responsible for the overall analysis of the impact of Social Value will be Steve Eling, Policy and Equalities Manager.

5. Governance, ownership and approval

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

Name	Job title	Date
Steve Eling	Policy and Equalities Manager	2 nd February 2024
Karen Middlebrook	Head of Procurement	2 nd February 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	2 nd February 2024
Report title and date	Social Value annual report and Social Value Policy
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, 18 th March 2024
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	