

Appendix 3

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: UK Shared Prosperity Fund proposals – 2025/26	
Directorate: ACEX	Service area: Policy, Improvement and Risk
Lead person: Michael Holmes	Contact: Michael.holmes@rotherham.gov.uk
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify: Spending Proposal	

2. Please provide a brief description of what you are screening
<p>UKSPF is a three-year government-funded programme channelled through South Yorkshire Mayoral Combined Authority (SYMCA).</p> <p>Rotherham received £7.2m of UKSPF over three years from April 2022 to March 2025, comprising £5.6m revenue and £1.6m capital (including £400,000 specifically for rural areas). This was allocated across the following three themes or ‘investment priorities’:</p>

- Supporting Local Business
- People and Skills
- Communities and Place

For 2025/26, the government is providing a further year of 'transitional' UKSPF funding, but with a reduced allocation compared to 2024/25. UKSPF activity must broadly align with the government's five national missions. From 2026/27, it is anticipated that SYMCA will receive an integrated settlement, which could incorporate further UKSPF allocations alongside other funding streams.

Rotherham's share of the SYMCA allocation for 2025/26 is £3.28 million, with £2.86 million revenue and £420,000 capital, a total reduction of £1.26m compared to 2024/25. This report sets out proposals for use of the funding.

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		x

employment practices?

(If the answer is yes you may wish to seek advice from your HR business partner)

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?**

UKSPF will have a positive impact on equalities with £475,000 allocated for the Children's Capital of Culture to extend and expand the traineeship programme and provide additional capacity to ensure successful delivery of Children's Capital of Culture in 2025.

Furthermore over £443,063 is allocated for Rotherham skills programme providing 3 projects incorporating Ambition (children and young people), Core Skills (community-delivered basic skills training) and Advance (support to progress in work).

- **Key findings**

A number of connected projects will provide seamless support to improve skills and employability, complementing the Council's Employment Solutions service. This will range from support with basic skills, including literacy and numeracy to in-work help for those looking to advance their careers.

In light of the impact of the pandemic and the ongoing high cost of living on young people, a dedicated strand will address the multiple social, emotional and health barriers to learning and employment faced by some young people in Rotherham.

£30,000 is set aside to reach out to reach out across our communities to ensure current and future interventions are informed by and effectively reach all of Rotherham's diverse communities.

<ul style="list-style-type: none"> Actions <p>Ongoing coordination and oversight of Rotherham’s UKSPF programme will continue to be carried out by Assistant Chief Executive’s directorate, supported by an internal cross-service planning and delivery group comprising finance colleagues and lead officers for each project/theme. This oversight ensures protected characteristic groups mentioned above will receive their funding allocation and proposed projects will be delivered.</p>	
Date to scope and plan your Equality Analysis:	19/02/25
Date to complete your Equality Analysis:	20/02/25
Lead person for your Equality Analysis (Include name and job title):	Fiona Boden, Head of Policy, Performance and Intelligence

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	19/02/25

6. Publishing	
<p>This screening document will act as evidence that due regard to equality and diversity has been given.</p> <p>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.</p> <p>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.</p>	
Date screening completed	19/02/25
Report title and date	UK Shared Prosperity Fund proposals – 2025/26
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 17 th March 2025
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	20 th February 2025