

## Appendix 4

### PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
<b>Equality Analysis title:</b> UK Shared Prosperity Fund proposals –2025/26	
<b>Date of Equality Analysis (EA):</b> 20/02/25	
<b>Directorate:</b> ACEX	<b>Service area:</b> Policy, Improvement and Risk
<b>Lead Manager:</b> Michael Holmes	<b>Contact number:</b> <a href="mailto:Michael.holmes@rotherham.gov.uk">Michael.holmes@rotherham.gov.uk</a>
<b>Is this a:</b>	
<input type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b>
	<input checked="" type="checkbox"/> <b>Other</b>
<b>If other, please specify:</b> Financial Proposal	

**2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance**

Name	Organisation	Role (eg service user, managers, service specialist)
Michael Holmes	RMBC	Policy and Strategy Officer
Kellie Rodgers	RMBC	Research Officer
Fiona Boden	RMBC	Head of Policy, Performance and Intelligence

**3. What is already known? - see page 10 of Equality Screening and Analysis Guidance**

**Aim/Scope (who the Policy/Service affects and intended outcomes if known)**

This may include a group/s identified by a protected characteristic, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

UKSPF is a three-year government-funded programme channelled through South Yorkshire Mayoral Combined Authority (SYMCA).

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':

- 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.

**What equality information is available? (Include any engagement undertaken)**

Rotherham has comparatively low skills, particularly at degree level, and struggles both to retain and attract graduates. Only 35.6% of working age people in Rotherham are educated to degree level or above, compared with 47.3% nationally (2023 ONS Annual Population Survey). Rotherham's overall young population (under 15) increased from 46,000 in 2011 to 47,100 in 2021 (a 2.4% increase).

Between October 2023 and September 2024, 3.3% of economically active Rotherham residents were unemployed (4,000 people). Over the same period, 44,100 (27.4%) residents were economically inactive and of these 6,100 (13.9%) wanted a job. In January-December 2023 22.8% of households were workless (18,100 households).

Rotherham is an increasingly diverse borough, and the ethnic profile continues to change. Based on the 2021 census, the proportion of residents from ethnic minority communities increased from 8.1% in 2011 to 11.7% in 2021. Ethnic diversity is most evident amongst young people, as 20% of school age children were from an ethnic minority background (DfE 2021/22). The Pakistani community is the second largest ethnic group in Rotherham after white British.

42% of ethnic minority residents live in areas that are amongst the 10% most deprived in the country and for some groups the figure is higher. This compares with the borough average of 19.5%. Rotherham is in the top 20% most deprived areas in England with 11,904 children living in “absolute poverty” in 2022/23 according to Department for Work and Pensions figures.

**Are there any gaps in the information that you are aware of?**

Information on the take up of employment, skills and business support provision by protected characteristics groups is collected in some cases but is not comprehensive. Further intelligence should be gathered through the Reaching Out proposal, which aims to strengthen and expand local equality networks.

**What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?**

Ongoing coordination and oversight of Rotherham’s UKSPF programme will continue to be carried out by Assistant Chief Executive’s directorate, working with finance colleagues and lead officers for each project/theme. However, the onus will be on individual projects to put in place monitoring and recording systems that enable information to be captured in relation to the protected characteristics of project beneficiaries.

Most of the projects proposed to be funded in 2025/26 are continuations of existing projects. Of these, several projects do collect equalities monitoring information. Examples include:

**Open Arms**

In 2025/26, all equalities monitoring information will be collected. This will be reviewed at quarterly steering group meetings, with any changes required actioned at that point. If groups are under-represented, additional sessions will be considered in new locations/within existing small group settings to raise awareness and encourage access to the existing sessions. Cost-of-living and financial inclusion is a theme that cuts across protected characteristics, so we remain confident that the thematic approach is appropriate to engaging targeted communities.

**Launchpad**

The project captures age, current employment status, ethnicity, nationality, gender and disability during the initial assessment process. This information has historically only been used for ERDF reporting at a regional programme level for impact assessment but moving forward it is planned to make the data usable for internal statistical analysis on RiDO’s CRM database.

<p><b>Engagement undertaken with customers (date and group(s) consulted and key findings)</b></p>	<p>Initial proposals for the use of Rotherham’s UKSPF 2025/26 allocation were consulted on with Council directorates and external partners over the winter of 2024/25. External partners included Voluntary Action Rotherham (VAR) &amp; Rotherfed.</p> <p>VAR have worked with a diverse range of local VCS groups to develop their proposals for Open Arms Rotherham. As Open Arms has included and:</p> <ul style="list-style-type: none"> <li>• United Multicultural Centre, Clifton Learning Partnership, Wah Hong, GROW (Giving Real Opportunities to Women,) YWCA (Young Women’s Christian Association,) BME Young People and Carers group, Rotherham Parent/Carer Forum, AGE UK, Liberty Church, Barnardo’s, The Rainbow Project and Speak Up.</li> </ul> <p>VAR have emphasised that the project will contribute to improved engagement with targeted communities and seldom heard groups, removing barriers and delivering directly in local communities.</p>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Further discussions have been held with relevant services and partners to develop the proposed programme for 2025/26.</p>

**4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)**

**How does the Policy/Service meet the needs of different communities and groups?** (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

We hope that via our Reaching Out project we will engage with more residents from across the borough, including those with protected characteristics, to ensure they feel heard and they feel they are actively making a difference in areas where they live by being consulted on changes being made.

The skills and employment projects and the Open Arms project will provide targeted help to people facing barriers to inclusion, those who are struggling financially, and unemployed or economically inactive people, with a particular focus on the borough’s most deprived communities.

Our children and young people will receive funding for the Children’s Capital of Culture programme. This provides opportunities for young people to shape the programme of activity and to develop their cultural skills, including through paid work experience with

cultural organisations. The traineeship programme has led to a high proportion of young people moving into employment or training.

**Does your Policy/Service present any problems or barriers to communities or Groups?**

Overall, UKSPF is expected to have a positive impact on equality, diversity and inclusion. The Open Arms project and several of the skills projects specifically aim to support people who are excluded or have barriers to accessing opportunities.

The Launchpad project targets individuals looking to start or grow a business. The team works proactively with a network of organisations, including the Department for Work and Pensions, to establish referral mechanisms and ensure the service is accessible to marginalised communities. Due to an increase in such referrals, a dedicated workshop has been developed as an introduction to self-employment.

**Does the Service/Policy provide any positive impact/s including improvements or remove barriers?**

UKSPF will have a positive impact with £329,549 allocation to Open Arms Rotherham, with a significant focus on financial inclusion, £236,149 allocated to skills projects that seek to break down barriers, and £475,000 allocated to Children's Capital of Culture, delivering an extensive programme of events, activities and training that seeks to engage and involve a diverse range of young people, creating opportunities and providing enriching experiences.

**What affect will the Policy/Service have on community relations?** (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

By strengthening engagement mechanisms with particular groups, the aim is create an avenue for our diverse communities to participate in public life, giving them a voice and channel to communicate their priorities and enabling them to contribute to making positive change in their communities.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

## 5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

<b>Title of analysis:</b> UK Shared Prosperity Fund proposals – 2025/26
<b>Directorate and service area:</b> ACEX, Policy & Equalities
<b>Lead Manager:</b> Michael Holmes
<b>Summary of findings:</b>
By establishing local equality networks, partners will ensure current and future interventions are informed by and effectively reach all of Rotherham's diverse communities.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor protected characteristic data from projects and who is being supported by funded projects	All	12/25
Use protected characteristic data to ensure underrepresented are supported and included across the lifespan of projects	All	12/25

**\*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

## 6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Fiona Boden	Head of Policy, Performance and Intelligence	25 <sup>th</sup> February 2025

## 7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis 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 should also be sent to [equality@rotherham.gov.uk](mailto: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.

<b>Date Equality Analysis completed</b>	20 <sup>th</sup> February 2025
<b>Report title and date</b>	UK Shared Prosperity Fund 2025/26 – Cabinet 17 <sup>th</sup> March 2025
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	20 <sup>th</sup> February 2025