

## 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                                                                  |                                                                                                                   |
|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Equality Analysis title: Pathways to Work Economic Inactivity Trailblazer |                                                                                                                   |
| Date of Equality Analysis (EA): 06 March 25                               |                                                                                                                   |
| Directorate: Regeneration and Environment                                 | Service area: Planning Regeneration and Transport                                                                 |
| Lead Manager: Simeon Leach                                                | Contact number: 0794 990 1043<br><a href="mailto:Simeon.leach@rotherham.gov.uk">Simeon.leach@rotherham.gov.uk</a> |
| Is this a:                                                                |                                                                                                                   |
| <input checked="checked" type="checkbox"/> Strategy / Policy              | <input type="checkbox"/> Service / Function                                                                       |
| <input type="checkbox"/> Other                                            |                                                                                                                   |
| If other, please specify                                                  |                                                                                                                   |

## 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<br>(eg service user, managers, service specialist) |
|---------------|---------------|---------------------------------------------------------|
| Simeon Leach  | Rotherham MBC | Service Specialist                                      |
| Tim O'Connell | Rotherham MBC | Manager                                                 |
| Simon Moss    | Rotherham MBC | Assistant Director                                      |

## 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, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The economic inactivity trailblazer aims to reduce economic inactivity in Rotherham by integrating employment, skills and health services. The programme seeks to engage over 1000 economically inactive residents and support 400 into employment in 2025/26

The target groups include:

- people who are not in education or training who are aged 16-24 years old
- People with learning difficulties & disabilities
- people with Physical Disabilities
- people who are ex-offenders
- people who are refugees & asylum Seekers
- ethnic minority groups
- care leavers
- carers and single parents
- older people

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

Local population demographic data (Census 2021 emerging)

Ward profiles contain detailed, localised information

**ONS Data Sept 2024** - 44,100 economically inactive individuals in Rotherham - approximately 1 in 3 of the working age population. Of these it is thought about 6,100 currently want a job.

Through engagement, including a telephone survey of 750 economically inactive South Yorkshire residents, and data analysis, **the Pathways to Work Commission July 24** identified systemic barriers including health conditions, caring responsibilities, skills gaps and transport issues.

The commission identified there are more women out of work than men, though the gap has narrowed in recent decades. Broadly, economically inactive people are more likely to

be female whilst active unemployed people are slightly more likely to be male, particularly in the youngest cohorts.

Participation in work also varies by age, with the youngest and oldest cohorts most likely to be economically inactive – in large part due to education participation amongst the former and early retirement amongst the latter.

Rates of economic inactivity are far higher in areas of income deprivation – the wards of Rotherham East, Rotherham West, Boston Castle and Dalton and Thrybergh have the highest rates of unemployment, economic inactivity and long-term sickness.

Discussions have been held with a number of VCS groups located in the above areas, to identify the best places, and ways, to engage with those local residents from the target cohorts in situations where they feel comfortable.

In the Census 2021, the majority of economically inactive were white English, Welsh, Scottish, Northern Irish or British (29,541 – 20.7% of the cohort). Long term sick or disabled was the most common reason for economic inactivity

20,321 Rotherham residents (14.8% of 163,490) excluding students declared a non-white British Ethnic Group. Of these 5,117 (25.2%) were economically inactive. The largest subgroup (9,284) was Asian, Asian British or Asian Welsh. Within this ethnicity cohort 2,704 (29.1%) were economically inactive. Looking after home or family was the most common reason for economic inactivity in this group. Inactivity is notably high in the “Other” ethnic group cohort (37.8% of 1,847) within this cohort looking after home or family and “other reasons” were the most common reasons for economic inactivity (equal distribution between the two).

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

Disaggregated data on economic activity by all protected characteristics.  
Longitudinal data on employment outcomes for programme participants.

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

Engagement on the programme will be through local VCS organisations, working at a hyper local level in their communities. As part of their contract, the delivery organisations will monitor those people that are engaged and those that are subsequently referred onto a support programme.

Information recorded is likely to include:

- Name
- Date of birth
- Sex
- Ethnicity
- Highest education level
- Live fit note (if applicable)

|                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Employment status</li> <li>• Length of time unemployed (if applicable)</li> <li>• In receipt of benefit(s)</li> <li>• Disability status</li> <li>• Health condition</li> </ul> |                                                                                                                                                                                                                                                                                                                                                       |
| <b>Primary non-health related barriers to work</b>                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                       |
| <b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b>                                                                                                                             | <ul style="list-style-type: none"> <li>• Humanitarian and Communities Group meeting – 09.12.24</li> <li>• A number of conversations with those VCS organisations who work with the targeted cohorts within their communities</li> </ul>                                                                                                               |
| <b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b>                                                                                                                                  | <ul style="list-style-type: none"> <li>• Discussion with Neighbourhoods team and how they can contribute to delivery of the programme, particularly VCS organisations with links to the target cohorts.</li> <li>• Regular updates and discussions with the Employment and Skills Board of the RTP. Last meeting 5<sup>th</sup> March 2025</li> </ul> |

#### 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)

**Age** - the programme includes targeted support for residents of all ages, including young people and older individuals, to enter and sustain employment.

**Disability** - Intensive Case Management and workplace adjustments for people with long term health conditions

**Race/ethnicity** - tailored outreach, including personalised support, to groups with higher economic inactivity rate rates.

**Gender** - recognising and tackling gender barriers, such as childcare responsibilities, that are affecting employment.

**Carers** - Specific support for those balancing caring duties and work readiness.

**Socio-economic status** - Addressing financial barriers such as the “benefit trap,” transport issues and low digital literacy.

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

**Potential barrier** - low engagement from some hard-to-reach groups due to trust issues or systemic barriers.

**Mitigation** local outreach through trusted VCS partners and personalised trauma informed support.

**Potential barrier** employer reluctance to hire individuals with complex needs.

**Mitigation** employer incentives and in work support to facilitate sustained employment.

**Potential Barrier** – individuals struggling on a return to work.

**Mitigation** – personalised support, will continue in the early part of a person's employment, with support available as required after that period.

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

Yes by

- providing personalised employment support
- enhancing employer engagement and awareness
- improving referral pathways to health and social support services
- Offering flexible support projects to address individual needs

**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)

The service is expected to

- improve social mobility and economic inclusion
- foster stronger collaboration between the council, businesses and community groups.
- reduce long term dependency on benefits improving overall economic resilience.
- Build the capacity of those VCS organisations located

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 T 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: Economic Inactivity Trailblazer</b>                                                      |
| <b>Directorate and service area: Regeneration and Environment, Rotherham Investment and Development Office</b> |
| <b>Lead Manager: Simeon Leach</b>                                                                              |
| <b>Summary of findings:</b>                                                                                    |
|                                                                                                                |

| Action/Target                                                                                                       | State Protected Characteristics as listed below | Target date (MM/YY) |
|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|---------------------|
| <b>Commission trusted VCS partners to lead engagement with targeted cohorts</b>                                     | <b>all</b>                                      | <b>07/25</b>        |
| Establish information sharing agreements to aggregate data on economic activity by all protected characteristics.   | <b>all</b>                                      | <b>09/25</b>        |
| Establish triage and arrangements for tracking longitudinal data on employment outcomes for programme participants. | <b>all</b>                                      | <b>09/25</b>        |

**\*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       |
|--------------------|---------------------------------------------------------|------------|
| Simon Moss         | Assistant Director Planning Regeneration and Transport. | 14/03/2025 |
| Cllr Robert Taylor | Cabinet member Jobs and the Economy                     | 18/03/2025 |

## 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>                                                                                                                     | 18/03/25                                    |
| <b>Report title and date</b>                                                                                                                                | Economic Inactivity Trailblazer 14 April 25 |
| <b>Date report sent for publication</b>                                                                                                                     |                                             |
| <b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> | 14/03/25                                    |