

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: Rotherham Cultural Strategy	
Directorate: R&E	Service area: Culture, Sport & Tourism
Lead person: Chris Siddall Chris.Siddall@rotherham.gov.uk	Contact: 01709 822478
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
Seeking approval to note the achievements of The Cultural Strategy to date and the pending consultation for the renewal of the Strategy in 2027.

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?	x	
Could the proposal affect service users?	x	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	x	
Have there been or likely to be any public concerns regarding the proposal?		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		x
Could the proposal affect the Council's workforce or employment practices?	x	
If you have answered no to all the questions above, please explain the reason		
NA		

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
<p>If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.</p> <p>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.</p> <p>Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).</p> <ul style="list-style-type: none"> • How have you considered equality and diversity? <p>During the production of The Cultural Strategy a wide range of organisations and individuals were included and an Equalities Impact Analysis was produced at the time. The Cultural Partnership Board draws from a variety of sources with representation of</p>

people from protected characteristics. In addition, many of the organisations involved work directly with people from a cross section of the community and attend in order to represent their views. Additional activity for people will take into account of a number of factors such as price, location, time of day, gender and culturally specific considerations.

It is anticipated that the proposals will affect people of all ages in the borough in a positive way. Many new activities have commenced across a range of services since 2019, but there are still more to be delivered in the coming year and beyond into the new strategy. Locally delivered, place- based activity will aid accessibility and support local businesses and organisations.

The proposal will affect service users as an improved offer will be worked up across a number of departments and external organisations.

Activities and projects in the existing and new Cultural Strategy have been/will be offered for people across a range of protected characteristics. Activity has not and will not discriminate. Many of the current and anticipated sessions have and will take place in communities of low income and be priced accordingly (many being FOC) with a view to being as inclusive as possible. Care will be taken to consider items such as gender, religious beliefs, timings and location.

Extensive consultation was carried out at the time of producing the current Cultural Strategy- with some 2000+ people engaged. The strategy considers all members of the Rotherham community and seeks to address issues in a considered manner. Game Changer targets are in place to focus direction and priorities. The new strategy will further consult on the views of how well the current strategy has been implemented and how the new 2027- 2033 strategy should be taken forward.

Additional and focussed activity could increase opportunities for staff members to develop their work experience. Any additional activity would be done within current HR working guidance.

1. Key findings

The initial EIA for The Cultural Strategy identified 10 actions in relation to ensuring the strategy is delivered in an equitable manner. Of these 10, 7 targets have been met:

2. The Cultural Partnership Board will actively work with communities/ organisations to identify key representatives from protected characteristic groups to sit on the board.
3. Map workforce diversity and governance as well as participation, based on the principle 'if you can see it, you can be it'.
4. Work to develop access to opportunities for people from protective characteristic groups including supporting aspirational goals and representation in positions of leadership.
5. Work to collate equalities information and monitoring in order to map and enable better analysis of data (taking account of GDPR). In order to address Cultural inequalities and disadvantage.
6. Further research financial barriers to participation and develop opportunities to promote actions to improve access. Examples such as "Tickets for Good" and Rother Card.

7. Identify shared training opportunities, in order to improve practice in working with people/ communities from all protected characteristics.	
<ul style="list-style-type: none"> • Actions <p>The outstanding 3 actions will be reviewed and moved forward into the new Cultural Strategy spanning 2027- 2033</p>	
Date to scope and plan your Equality Analysis:	April 2025
Date to complete your Equality Analysis:	May 2025
Lead person for your Equality Analysis (Include name and job title):	Chris Siddall Head of Sport, Leisure and Strategic Partnerships

5. Governance, ownership and approval

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

Name	Job title	Date
Polly Hamilton	Assistant Director – Culture Sport and Tourism	15/05/2025

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	8 th May 2025
Report title and date	The Cultural Strategy
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Rotherham's Cultural Strategy 2019 – 2026 (20 th May Cabinet meeting, 2019)
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	9 th May 2025