

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	
Directorate: Assistant Chief Executive's	Service area: Policy, Performance and Intelligence
Lead person: Sunday Alonge	Contact: 01709 254441
Is this a:	
☒ Strategy / Policy	☐ Service / Function ☐ Other
If other, please specify	

2. Please provide a brief description of what you are screening
This is an annual report that provides progress against the Council's social value priorities, as set out in the approved Social Value Policy. It provides a detailed breakdown of social value commitments and delivery using the established Themes, Outcomes, Measures (TOMs) system. It also includes a review of progress against key actions agreed last year and sets priorities for the year ahead.

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 report provides information on the achievements of the Council's Social Value Policy, which is underpinned by the aim of supporting the employment (including education and training) of disadvantaged groups who have barriers to accessing the labour market.

- **Key findings**

Addressing inequalities is central to the social value outcomes that have been identified. These include a wide range of groups who will be supported through increased training, school visits, employment, apprenticeships, and other training opportunities. In addition, the policy is also about changing the way the council commissions. Taking forward the policy's 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**

Following this activity, we will endeavour to carry out a full equality analysis form by December 2025.

To further ensure equality, diversity, and inclusion, we will explore how the Council can deliberately target disadvantaged groups and those with protected characteristics in the procurement process, and to particularly target businesses owned by these groups for support. Priority attention would be given them through employment, education, and training support that comes from social value implementation.

Date to scope and plan your Equality Analysis:	December 2025
Date to complete your Equality Analysis:	December 2025
Lead person for your Equality Analysis (Include name and job title):	Michael Holmes, Policy and Strategy Officer

5. Governance, ownership and approval

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

Name	Job title	Date
Michael Holmes	Policy and Strategy Officer	7 th May, 2025
Fiona Boden	Head of Policy, Performance and Intelligence	22 nd May, 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	7 th May 2025
Report title and date	Social Value annual report
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	13.05.2025