

Appendix 2

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: Council Plan and Year Ahead Delivery Plan Progress Update – Final Report for 2024/25.	
Date of Equality Analysis (EA): June 2025	
Directorate: Assistant Chief Executive	Service area: Policy, Performance and Intelligence
Lead Manager: Simon Dennis	Contact: simon.dennis@rotherham.gov.uk
Is this a: ☒ Strategy / Policy ☐ Service / Function ☐ 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 (e.g. service user, managers, service specialist)
Simon Dennis	Rotherham Metropolitan Borough Council	Policy, Corporate Improvement and Risk Manager
Michael Holmes	Rotherham Metropolitan Borough Council	Policy and Strategy Officer
Kellie Rodgers	Rotherham Metropolitan Borough Council	Research Officer
Sunday Alonge	Rotherham Metropolitan Borough Council	Policy Officer
Oscar Holden	Rotherham Metropolitan Borough Council	Corporate Improvement Officer
Chloe Harrop	Rotherham Metropolitan Borough Council	Corporate Improvement Officer

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 Council Plan is a key document which sets out the Council's vision for the borough and priorities for serving residents and communities. This plan provides the medium-term basis for targeting resources, informing the budget-setting process and planning cycles, and ensuring that residents can hold the Council to account for delivery. The plan ran until the end of March 2025.

The Year Ahead Delivery Plan sits alongside the Council Plan. To ensure delivery of the Council Plan, the annual Year Ahead Delivery Plan also ran up until March 2025 following a review the Plan for 2024-25 was agreed by Cabinet in July 2024. This is the second and final progress report to Cabinet for the 2024-25 financial year.

The report focuses on progress made in delivering the 100 priority actions/milestones contained within the Year Ahead Delivery Plan and the 68 headline performance measures that best demonstrate progress in achieving the 26 key outcomes. It also brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate our impact.

Through directorate and service-level business plans the Council carries out wider work to measure performance and quality. This report is intended to provide an overview of the contribution that the Council makes across all its activities to improving Rotherham as a place to live, work and spend time.

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

A mix of contextual equalities information, such as the census, and consultation on the Council Plan is provided here.

Population

- Population estimates indicate that the borough is becoming increasingly diverse through international migration, mainly from other EU countries. Based on the 2021 census, the proportion of residents from ethnic minority communities increased from 8.1% in 2011 to 11.7% in 2021. The Pakistani community is the second largest ethnic group in Rotherham after White British, with 3.8% of residents in 2021 and 6.3% of school pupils in 2023.
- Rotherham's ethnic minority population is very concentrated in the inner areas of the town (in Boston Castle/Rotherham East and Rotherham West wards 63.3% of residents are from ethnic minority communities) whilst the outer areas were 95.3% White British in 2021. 42% of residents from ethnic minorities 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%.
- The population is ageing; Rotherham has 52,228 people aged 65 years or over or 19.6% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.

Economy

- Rotherham has a polarised geography of deprivation and affluence, with the most deprived communities concentrated in the central area, whilst the most affluent areas are to the south, although the overall pattern is complex.
- Rotherham is one of the 20% most deprived areas in England with 11,128 children living in "absolute poverty" 2021/22 (provisional figures).
- The inequality in the pay gap between men and women is substantial. According to the 2023 ONS Annual Survey of Hours and Earnings, full-time male workers in Rotherham earn £8,881 more than full-time female workers, on average (median gross annual full time pay). This means women's pay in Rotherham is only 75% of men's pay, compared with 85% nationally.
- In the consultation for the Council Plan conducted in 2021, 45% of respondents stated there were not enough job opportunities in their area, as opposed to 19% who stated there were enough. Those with no disabilities were more likely to state there were enough job opportunities in their area (21%) than those with disabilities (15%), with female respondents more likely to be unsure about the opportunities (37%), than men (32%).

Health and wellbeing

- According to the Census, Rotherham had 56,177 people with a limiting long-term health problem or disability in 2021, with 9.8% saying this limits their activity a lot, compared with the average of 7.3% in England. Although there have been health improvements, health inequalities remain.
- Health inequalities are also significant, both between the borough and the national average and between the most and least deprived communities in Rotherham. In addition to these factors, the COVID-19 pandemic exacerbated existing inequalities, with the most disadvantaged communities being impacted the most.
- In the Council Plan consultation conducted in 2021, in response to the question on what would have the biggest positive impact on wellbeing and quality of life, men (30%) and those without a disability (27%) were more likely to state environmental improvements (23% overall), while more women and those with a disability stated 'More things to do in the community' (16% women, 22% with disability, 13% overall). Male respondents (14%) and those with a disability (12%) were also more likely to state 'improved working conditions' as factors (8% overall).

Neighbourhoods

- In the survey consultation on the Council Plan in 2021, men were more likely to say they used parks daily (46%) than women (28%), while women were more likely to never use parks at all (7%), than men (1.2%).

- With regards to crime and community safety, tackling anti-social behaviour (79%), tackling crime such as car crime (67%), and protecting vulnerable older people (62%) emerged as respondents' top priorities, over preventing harassment and violence against women and girls (42%), and preventing hate crime (includes disability/ racial/ religious/ homophobic/ transphobic crimes) (35%) – which might partly be due to the age profile and the overrepresentation of older age groups, as well as the underrepresentation of religious and ethnic minorities.

The statistics above have been updated to reflect the 2021 Census data.

Resident Satisfaction Survey

The Council Plan includes eight performance measures from the Resident Satisfaction Survey. The 2024 results are set out below:

- **Satisfaction with Local Area as a Place to Live** – 75% of respondents reported feeling 'very satisfied' or 'fairly satisfied' with their local area as a place to live. This is the same as the national average (75%).
- **Satisfaction with Rotherham as a Place to Live** – 66% of respondents said that, overall, they were 'very' or 'fairly' satisfied. This was above the average across all the previous surveys (61.5%), although there has been considerable fluctuation between waves. Respondents aged 18-24 were most likely to feel satisfied with Rotherham as a place to live, with 74% satisfied. Respondents aged 25-34 had the lowest level of satisfaction with Rotherham as a place to live, with only 52% satisfied. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 45-54.
- **Feelings of Safety** – 85% of respondents in Rotherham said they felt 'very safe' or 'fairly safe' during the day when outside in their local area (lower than the figures observed nationally at 91%). Feelings of safety in the local area after dark were (57%) compared to the national average (71%). There was a significant gender difference in feelings of safety after dark – 62% of men but only 54% of women said they felt 'very safe' or 'fairly safe'.
- **Feelings of Optimism** – 53% of respondents reported feeling 'very optimistic' or 'fairly optimistic' about the future of Rotherham as a place to live, slightly below the 54% average across all surveys. Younger respondents (aged 18-24) were the most likely to be optimistic about the future of Rotherham as a place to live (70%) and women are more optimistic than men overall. Fewer respondents felt optimistic about the future of Rotherham Town Centre either 'very optimistic' or 'fairly optimistic'. 35% of respondents were not optimistic at all about the town centre. The cohort most optimistic about the future of Rotherham town centre were young people aged 18-24 (46%), whereas people aged 55-64 were most likely to not be optimistic.
- **Keeping Residents Informed** – 45% of Rotherham respondents said that the Council keeps residents 'very well' or 'fairly well' informed about the services and benefits it provides. This is below the most recent national result (52%) and below the average percentage across all Rotherham surveys (50%). Younger respondents (aged 18-24) and older respondents (65+) were the cohorts most likely to think that the Council keeps residents well informed. It should be noted that this measure covers not only corporate communications but could also refer to face to face or any other types of council touchpoint that the customer experiences.
- **Responsiveness of Rotherham MBC** – 52% of respondents in Rotherham answered positively when asked about the extent to which RMBC acts on the concerns of residents (i.e. 'a great deal' or 'a fair amount'). This is the highest response across all surveys and similar than the national average (47%). Respondents aged 25-34 were most likely to think that the Council acts on the concerns of local residents (60% responded positively) whilst those aged 55-64 were least likely to have this view.
- **Provisions of Values for Money** – 38% of Rotherham residents agreed that the Council provides value for money, an increase from the previous year (36%). This is the same

percentage as the national figures (38%) and the first time that Rotherham and national data has aligned on this measure.

Council Plan data

The Council Plan includes three performance measures which aim to create a diverse workforce and Quarter 4 data for 2024/25 in the report states:

- Overall proportion of disabled employees – 10.6% against a year-end target of 9%
- Overall proportion of Black, Asian and Minority Ethnic employees – 5.6% against a year-end target of 6.3%
- Proportion of the workforce under 25 – 3.4% against a year-end target of 4.6%.

The targets are designed to drive the Council towards having a workforce that better reflects the diversity of the borough. The Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community.

Year Ahead Delivery Plan

When the Year Ahead Delivery Plan undergoes its annual refresh, services are expected to set out the action to be taken to ensure consideration of equality, diversity, and inclusion, including timescales for the delivery of each individual milestone. These actions are reviewed as part of the milestone setting process and progress captured as part of the reporting process.

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

Promoting equality, celebrating diversity, and ensuring fairness for everyone runs throughout all the themes in the Council Plan and Year Ahead Delivery Plan and updates are now obtained from directorates in relation to actions being taken to consider equality, diversity, and inclusion (EDI) for each of the Year Ahead Deliver Plan actions. EDI has also been built into the case study templates for officers to obtain specific examples.

However, some updates are still lacking detail with regards to actions/activities to gain a better understanding of communities and the equality data being collected and used to better inform activities, along with gaps. It therefore remains unclear, for some areas, how outcomes for different communities and protected characteristic groups are being improved.

Details of how equality, diversity and inclusion actions are being monitored through the Council Plan/Year Ahead Delivery Plan was shared with the Equality Peer Review Team in December 2024 to help identify any further areas for consideration/improvement with findings due to be shared in June.

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

Progress updates on the Council Plan Year Ahead Delivery Plan are produced on a quarterly basis (twice internally and twice publicly in January and July). Public updates are reviewed by Cabinet and Scrutiny and are available online. The update reports to Cabinet and Scrutiny include progress in relation to actions within the Year Ahead Delivery Plan, as well as performance relating to a suite of key performance measures and case studies.

As part of this monitoring process, services are required to specially set out progress on the delivery of equalities, diversity and inclusion outcomes for each individual action in the Year Ahead

Delivery Plan. These updates are reviewed and challenged as part of the monitoring process. They are reported as part of the internal monitoring and are also used to inform the public monitoring reports.

In addition, as the Year Ahead Delivery Plan activities are implemented, services are required to complete an equality screening and/or analysis to ensure due regard has been given and that there is an understanding of the effects of a strategy, policy, service or function on those from a protected characteristic group, where this is applicable to do so.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

To help inform the priorities and actions in the Council Plan, various consultation exercises took place between August and September 2021. There were over 1,300 interactions across all engagement methods. The consultation was part of an ongoing dialogue between the Council and members of the public.

Customers are consulted and engaged in different ways by services when delivering the Year Ahead Delivery Plan activities.

The performance measures monitored include resident satisfaction and a resident satisfaction survey is conducted annually. In July and August 2024, a statistically representative random sample of 500 Rotherham residents (aged 18 or over) was polled mainly by landline telephone using quotas set by age and gender. The data was further weighted to reflect the age, gender, and social grade profile of Rotherham. This ensures that the sample is as representative of adults in the borough as possible as there is often a bias in the profile of people who respond to any survey. See results from 2024 survey above.

Some performance measures are also based on customer perceptions in relation to the quality of the service received.

To help guide the priorities and actions in the new Council Plan 2025, various consultation exercises took place between September and November 2024. Engagement has been made with residents through a variety of ways including online and postal surveys, focus groups and short interaction exercises to inform the Council and its partners' priorities over the next few years. The results have been analysed and the findings were presented to Council, alongside the new Council Plan in May 2025.

Engagement undertaken with staff (date and group(s) consulted and key findings)

Engagement with staff was undertaken through directorates with regards to the progress made on actions/milestones that applied to them and identifying actions for the new Year Ahead Delivery Plan for 2024-25. Staff also provided performance data and contributed to the gathering of case studies used in this report.

Throughout the development of the report, Cabinet Members are briefed.

	Furthermore, the headlines are shared with the Assistant Director Group and Strategic Leadership Teams. Wider Leadership events and staff briefing sessions also include highlights in relation to the process being made. Staff at all levels were consulted as part of the consultation process for the new Council Plan for 2025.
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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)

Equalities is cross cutting throughout the Council Plan and Year Ahead Delivery Plan. Of the five guiding principles, two in particular aim to meet residents' and communities' differentiated needs:

- Expanding opportunities for all
- Working with our communities

Expanding opportunities encompasses the Council's priority to tackle inequality, striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. To complement this approach, 'working with our communities' ensures that to achieve the best outcomes for local people, local residents are involved in the things that matter to them and services are designed based on input from those who use them. This will enable service users to take an active role in improving access to services, highlighting any barriers for those sharing protected characteristics in designs and services, making sure that specific needs are met.

There is also an outcome focussed on addressing inequalities and leaving no one behind within the 'people are safe, healthy and live well' theme. This will involve providing support to our communities at a level that is proportionate to the degree of need – taking a universal approach where appropriate whilst also providing targeted support to those who most need it.

Furthermore, the underlying 'One Council' theme encompasses two specific areas, which ensure different needs are met:

- All customers at the heart of everything we do
- Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers.

The Council's commitment to place all customers at the heart of service delivery includes a strengthened approach to equalities and inclusivity. This will involve working with services and partners to promote equality, celebrate diversity and ensure fairness for everyone. The commitment to an engaged, diverse and skilled workforce is expected to improve the council's response to diverse customer needs, by bringing a more differentiated understanding of equality and diversity considerations and barriers.

The six-monthly progress reports capture progress in relation to all activities within the Year Ahead Delivery Plan and a suite of key performance measures.

Within the **five themes of the Council Plan**, a series of universal offers are aimed at all of Rotherham's residents, while several actions are specifically aimed at tackling inequalities and issues of access. The following expands both on the universal and the targeted offers within each theme.

Every neighbourhood thriving

Activities in this area are aimed at meeting the needs of all residents and ensure they benefit from thriving neighbourhoods. The priorities of making neighbourhoods welcoming and safe, local people having access to libraries, cultural activities, parks and green spaces, improved local town and village centres, reducing crime and anti-social behaviour and improving street safety are for the benefit of all residents regardless of protected characteristics. Residents, organisations and businesses are encouraged and enabled to use their skills and resources to help others.

Individual services, such as parks, libraries, cultural offers and neighbourhood working will each undertake an equality analysis, where required to do so, to identify gaps, making sure that any physical, cultural, language or other access barriers are identified, and all residents have offers meeting their needs.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- 25 Ward Plans produced and published - Borough-wide and local VCS organisations and groups representing communities with protected characteristics were invited to inform the setting of the ward priorities. Census data and other equalities data was also used to inform the priorities. Details as to how we will continue to engage with communities with protected characteristics are included in the ward plans.
- New pedestrian crossings have been designed and implemented at Cortonwood and Swallownest which has improved accessibility for pedestrians in both areas.
- A number of cultural events have been held in various locations across the Borough. All events consider equalities including translation services and BSL for entertainment activities. Other examples include ensuring that artists and performers appropriately reflect the demographics for each event and provision at all events for disabled visitors.
- Rotherham Show in September 2024 continued to be hugely popular free event for everyone to enjoy, attracting approximately 45,000 visitors. This year, there was a sensory area to provide a calming space for neurodiverse and disabled adults and children and mobility access was improved, with a number of mobility scooters available. The show received a 95% satisfaction rating from survey respondents. A commissioned survey from QA also showed that families were the biggest audience, and visitors were made up of 77% Rotherham residents, with 21% coming from other surrounding South Yorkshire postcodes. The ethnic group split of visitors this year was 88% White British, 6% Asian or Asian British, 3% Black British and 3% Mixed heritage, which is a large shift from last year's audience being 91% White British.
- A full review of Public Spaces Protection Orders (PSPO) has been completed to ensure that plans in place are robust and drive enforcement of proposed conditions. Two new three-year orders commenced in January 2025, which will ensure the safety of local areas for residents.
- Changing Places Facilities are now in place in Clifton Park Museum, Gulliver's Valley Resort, Wentworth Woodhouse, Grimm & Co, Rotherham United Football Ground, Rother Valley Country Park, and Thrybergh Country Park. The introduction of these amenities helps to support the needs of disabled visitors and provide accessible facilities to public places.
- A new Community Safety Strategy for 2025-30 has been developed and approved as of February 2025 to improve the security of the Rotherham population in a coherent and accountable manner. Borough-wide and local VCS organisations and groups representing

communities with protected characteristics were invited to contribute to the priorities. Additionally, the Community Safety team attended a wide range of events and consulted with a range of VCS representatives who work with diverse client cohorts.

- Several of the remaining schemes through the Towns and Villages Fund programme have been completed ensuring that improvements are made to the local high street to improve accessibility and connectivity for residents.
- The Our Places programme has developed and delivered schemes to improve gateways into principal towns and villages to improve resident accessibility across the borough.

People are safe, healthy and live well

Actions in this area are aimed at protecting everyone's physical and mental health, while focusing on the most vulnerable.

Within the priority for people to feel empowered, safe and live independently for as long as possible, actions focus on people with learning disabilities and their careers, independent living and adult social care ensure that the needs of these vulnerable groups are prioritised. Notably, in this area, a range of engagement and co-production exercises have been undertaken, with a range of diverse communities, to ensure that their views are considered in service design and delivery and their needs are met. This is central to improving accessibility and enabling inclusive services.

More generally, ongoing monitoring and improvement of services contributing to this theme is key, as the most vulnerable often face the most barriers. Monitoring should identify and address gaps in provision, and in particular ensure that individuals sharing several protected characteristics, and thus potentially facing multiple barriers, can access the support they need.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- An impact assessment of the mental health services redesign was completed in October 2024 to recognise ongoing opportunities to improve mental health services. The crisis specification ensures that all mental health agencies understand their responsibility to support residents of all protected characteristics. The Mental Health enablement service is also now operational and is designed to enable adults with mental ill health to maximise their independence and connect to their community to ensure longer-term resilience.
- Launched in April 2024, the new Learning Disability Strategy ensures that people with learning disabilities have access to the right support at the right time. The strategy is available in a range of formats to ensure it is fully accessible.
- Construction and groundwork have now commenced on Castle View Day Service, which will provide a purpose-built centre that will deliver service provision and day opportunities to meet the needs for people with high support needs.
- 17 additional homes have been added to the Council's temporary accommodation portfolio via the Council's Housing delivery Programme to meet demand and reduce hotel usage. These homes meet the short-term needs of a diverse range of households, and actively promotes inclusion by providing suitable temporary accommodation for individuals with protected characteristics.
- New Council housing is needs led. The latest scheme designs include specialised wheelchair user dwellings and other accessible homes on the sites, which have been designed for old people and those with health conditions and disabilities.
- Started the groundwork on new assisted living accommodation in Canklow alongside Castle View, a purpose-built day centre for people with high support needs. This will allow for facilities that more effectively meet people's needs and support people to lead independent lives.
- The Council Tax Support Top Up scheme provided up to £121.96 to working households receiving council tax support and the Energy Crisis Scheme offered up to £250 to

households that are struggling to meet the cost of their energy bill. Customers can access both in a variety of ways and are supported when applying.

Every child able to fulfil their potential

Actions under this theme are aimed at children having the best start in life, children and young people being safe from harm, feeling empowered to succeed and achieve their aspirations, whilst also having fun things to do and safe places to go.

Activities aim to address educational inequalities through collaborative working with schools and partners, so all children are ready to attend school and learn and are able to engage in future education, training, and employment. This will give all young people the opportunity to fulfil their potential, regardless of ability.

Some actions specifically target support to those who are disadvantaged, vulnerable or have disabilities. Specific actions to open new in-house residential children's homes will enable looked after children to access the best local placements whilst other specific actions aim to improve opportunities and outcomes for children and young people with Special Educational Needs and Disabilities (SEND), so they can get the best start in life. Activities for young people to have things to do and safe places to go have also been designed so that accessibility is ensured as much as possible.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- 90% of families have now registered to the Family Hub Programme. It offers face-to-face services in which families can go to for help and support, alongside digital offers in a number of alternative languages. VCS organisations form part of the wider Family Hubs network, to increase opportunities for families to engage with and be supported by Family Hubs. Rotherham Ethnic Minority Alliance (REMA), and Clifton Learning Partnership (CLP) are two organisations who are part of the network, working within our most diverse communities and supporting the delivery of the programme, its values, and principles.
- Enhancement of support sessions for under 5's has been delivered through Rotherham's Statutory Children's Centres. The delivery of activity seeks to better engage harder to reach communities, as well as celebrating a broad range of religious festivals.
- New in-house residential children's homes are being developed and opened, enabling looked-after children to remain in the borough where appropriate and remain safe from harm. Ofsted registration for the fourth two-bedroom home was submitted in March 2025.
- Resource Provisions have been registered or approved to provide additional school places for children with special educational needs. This has increased the amount of local education places for young people with SEND.
- The Independent Travel Training scheme has been developed for children and young people in receipt of home to school transport due to a special educational need. This training is bespoke and seeks to promote independence skills. As of year-end, 31 children and young people had successfully completed the training.
- Children's Capital of Culture (CCoC) has been co-designed and launched with children and young people from all communities to ensure that it offers opportunities for all children and young people in Rotherham. Promotion has been particularly targeted at local SEND educational settings and across SEND groups and networks. The CCoC events programme specifically celebrates, represents, and meets the need of gender diverse communities, for example WOW Rotherham.
- Work has now started at the new Water Splash facility at Clifton Park, after consultation with families of children with SEND was completed during Summer 2024. Inclusive and interactive play has been built into the design of the facility.

- The Baby Packs have now been commissioned, set-up and rolled out across the borough to support families with essential items and child development.
- Engagement has taken place through the Enterprise Adviser Network Project with all 27 Rotherham secondary schools and colleges, in the South Yorkshire Careers Hub to assist them enhance their careers provision, improve interactions with local employers and achieve at least 6 of the Gatsby benchmarks, designed to align young people with opportunities.

Expanding economic opportunity

Aims for this theme include growing the economy to provide decent jobs and chances to progress; rejuvenating places through regeneration schemes across the borough; giving people the chance to learn, develop skills and fulfil their potential; working with partners and suppliers to create more local jobs paid at the living wage or above and more apprenticeships; and increasing digital access through infrastructure enhancements and skills development.

Contributing to these aims are projects supporting residents to gain skills and enhance their employment prospects, a range of regeneration programmes across the borough, action around social value and local labour policies, and the development of a digital inclusion strategy.

Equality analysis and monitoring will be carried out where appropriate to ensure vulnerable residents sharing protected characteristics benefit from this support. Given the gender pay gap in Rotherham is substantial and above the national average, activities in this area will need to be monitored closely to ensure they do not widen the gap.

Activity that links to improving equality, diversity and inclusion outcomes includes:

- Redevelopment projects by many of the Council's partners have now been complete. These projects work to improve access to leisure and cultural assets for a range of diverse users while also improving skills within the local community. The redevelopment of Maltby grammar school to create a new business and community hub aims to support students, through a range of specialist staff and inclusive teaching, to fulfil their potential. Improvements to the visitor attractions at Magna have been completed, extending the targeted age range to include better learning provisions for under 5's. An increase in education staffing has allowed for the delivery of additional sessions specifically aimed at SEND support and home educator groups. The redevelopment project has enabled Grimm to purchase and transform a disused church into a new home for the children's literacy charity. The charity has installed a multitude of accessible features to ensure that the needs of disabled children and adults are met. Alongside this, Gulliver's Skills Academy is due to be completed in the Summer. This will help to widen career aspirations for children and young people across the borough.
- Key priorities of the Council's Social Value Policy have been delivered through a range of events and specific courses to support businesses to grow with the public sector. This increases diversity in the supply chain ensuring that every business has accessibility to public procurement opportunities. Networks and links with VCS have been used to ensure marketing reaches the businesses located in the most deprived areas.
- A range of initiatives are supporting residents to improve their skills and enhance their employment prospects, including the new Employment Hub pathway and Employment Solutions Service which help unemployed people into work or training. The Employment hub also supports those in structured recovery from addiction and those with neuro-diverse conditions to access employment or training. 711 residents have been supported via the Employment Hub during 2024/25.
- The Council is actively promoting the living wage accreditation.

- The Children's Capital of Culture programme has been utilised to support skills development opportunities for young people. For example, it has emphasised recruitment of 16–25-year-olds to work as paid Trainee Young Producers.
- Regeneration project designs are developed in consultation with Rotherham residents and construction of new buildings and facilities includes consideration of accessibility. For example, as a result of the Council's growing relationship with Rotherham Sight and Sound, dedicated tours were held prior to opening of Forge Island to ensure users of the town centre with visual and hearing difficulties could become familiar with the new amenity.
- A Digital Inclusion Strategy has been delivered and includes the rollout of free sim cards to digitally excluded residents, along with devices and community-based training session which will benefit residents in terms of communication opportunities and community involvement. Pathways have been established to ensure ongoing access to support for people who may otherwise be at risk of digital exclusion.

A cleaner, greener local environment

The priorities of making neighbourhoods cleaner and greener are for the benefit of all residents regardless of protected characteristics.

This theme encompasses reductions in carbon emissions, working towards net zero targets, better transport systems for future generations, reduced risks of flooding and other environmental emergencies. There are no immediate equality implications in this area, although any direct impacts on residents, such as through actions in housing, transport and in work with community organisations, will be monitored.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Work has commenced at Rother Valley Country Park and is scheduled to commence at Thrybergh Country Park in July 2025/26. Disabled carparking spaces will be available, sheltered outdoor seating and tables will accommodate the needs of those who are immune-suppressed and new landscaping down to the water's edge will be accessible to those with prams, people in wheelchairs and mobility scooter-users. At Rother Valley Country Park, there will be level access to the landscaped areas surrounding the café to ensure accessibility alongside two accessible toilets on the ground floor and another within the event space. Changing Places facilities are in place at both Country Parks, supporting the needs of disabled visitors and providing accessible facilities to public places.
- The Outline Business Case for Rotherham Mainline Station has been completed and submitted. This will provide the potential to enhance economic growth, sustainability and community well-being, while also creating vibrant public spaces that enhance quality of life for residents in the borough.
- The delivery of bus, tram, and cycle improvements, such as the Sheffield Road Cycleway, aim to connect communities and provide an alternative mode of transport. The work will help to tackle transport poverty and support healthy lifestyles for a wide range of people.
- Delivery of the Council's Transforming Cities Fund programme with regional partners is progressing. Work at the Magna Tram-Train stop has commenced with completion expected in Winter 2025/26. The Parkgate Link Road opened in December 2024, and the Park and Ride at Parkgate became operational in May 2025. These transport initiatives address the needs of various communities, promoting equal access and an inclusive transport service.
- Community engagement has been carried out with residents to change behaviours to mitigate climate change. The Community Energy Officer consulted with several VCS organisations to deliver relevant service information.

For a number of projects within this theme, equality impacts will be considered at both scheme design and delivery stage.

One Council

The One Council theme is focussed around working with our communities to deliver modern services which are accessible to all residents. The theme includes priorities and outcomes that reflect how the Council is delivering effective customer services, ensuring residents can access the services that they need, along with an engaged, diverse and skilled workforce who are empowered to meet the needs of all customers.

The following areas have progressed which have a direct impact on improving equality, diversity and inclusion outcomes:

- The Council website is examined by an external body on a monthly basis regarding accessibility, and continual feedback from customers is used to shape the layout and functionality of the website.
- Improvement to the accessibility of face-to-face services at Riverside House have been implemented, including higher seating to ensure accessibility.
- Equality, Diversity and Inclusion staff networks were engaged in the redevelopment of the Council Values, relaunched in June. This ensures that a focus on equalities is embedded throughout each value.
- The delivery of the first cohort of a learning and development programme that helps embed a strength based-working approach across the Council's workforce and partners was completed in December 2024. At the forefront of this programme is developing an understanding of diverse communities and support in building on the strengths already within those communities.
- The early careers hub was launched in December 2024 to showcase the entry routes into the Council and attract a more diverse pool of candidates.
- Improvements continue to be made to the employee experience. Work is ongoing to streamline and improve each stage of the employee lifecycle, with significant improvements made to wellbeing, learning and development, and attraction strategies including apprenticeships and early careers.
- Work to develop the Council Plan 2025-30 has concluded, it was considered by Cabinet in May 2025 prior to coming into effect. A public consultation ran from September to November 2024 to inform the new priorities. Throughout this, the Council ensured engagement with as many residents as possible, and that the consultation was accessible to those with protected characteristics. Three cross cutting policy drivers run throughout the new plan. One of these includes 'opportunities are expanded to all' to ensure that the Council creates new opportunities, with help targeted to those who need it the most. All outcomes aim to meet residents' and communities' differentiated needs.
- Average customer wait time to corporate contact centre was 2 minutes 47 seconds in Quarter 4, which is considerably lower than the target set by the Council. Shortening customer wait times improves access to services for all residents.
- The number of disabled employees working in the Council is now 10.6% against a target of 9% and has continued to increase over the course of the year.

There are two equality, diversity and inclusion related measures where outcomes have not yet reached the targets. These are:

- Overall proportion of Black, Asian and Minority Ethnic employees – 5.6% against a year-end target of 6.3%
- Proportion of the workforce under 25 – 3.4% against a year-end target of 4.6%.

The Workforce Plan sets out key activity to become an employer of choice, including a review of how the Council attracts, recruits, develops and retains staff from different sections of the community. There will also be targeted work with the Young Employees Network to recruit young people, as well as with the BME network to address recruitment barriers facing this group. This work will help to provide a rich source of knowledge on how the Council can promote being an inclusive employer, along with other insights on attracting applicants and work to strengthen partnerships with local universities and colleges to ensure active promotion of local government careers and Rotherham in particular.

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

No problems or barriers have been identified or flagged as part of the reporting process.

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

Yes, as detailed above.

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)

No negative impacts expected – any targeted activities are based on known needs and vulnerabilities.

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

Title of analysis: Council Plan and Year Ahead Delivery Plan Progress Update.
Directorate and service area: Assistant Chief Executive, Policy, Performance and Intelligence
Lead Manager: Simon Dennis
Summary of findings:
The Year Ahead Delivery Plan addresses inequalities in several of its key themes, including the overarching theme 'One Council' and guiding principles, with the aim to reduce inequalities and for the council's services to deliver for all residents. Equality and access data will need to be monitored closely, especially in the 'People are safe, healthy and well' and 'Everyone has economic opportunities' themes, as these are areas of considerable existing inequalities, which will make it more difficult for some individuals and groups to access opportunities and services.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Continue to provide update reports to Cabinet twice a year, including consideration of the equality implications.	All	Six monthly
All services to undertake equality analyses where applicable and monitor.	All	Ongoing
Continue to obtain updates from directorates, regarding what has been done to consider equalities when delivering the Year Ahead Delivery Plan actions/activities.	All	Quarterly

***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
Jo Brown	Assistant Chief Executive	
Cllr Chris Read	Leader	

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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	5 June 2025
Report title and date	Council Plan and Year Ahead Delivery Plan Progress Update – Final Report for 2024/25.
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	06/06/25