

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: Tenancy Health Check – Scrutiny report	
Date of Equality Analysis (EA): 15/05/2025	
Directorate: Adults Housing and Public Health	Service area: Housing and Estate Services
Lead Manager: Paul Walsh	Contact number: _____
Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other	
If other, please specify Tenant Scrutiny Recommendations	

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)
Daniel Cowley	Housing and Estate Services	Project Development Officer
Levi Karigambe	RMBC Housing and Estates	Project Development 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, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The actions outlined within the Scrutiny Report, and summarised within the cabinet briefing, detail how a Tenant Scrutiny panel, recommends how our existing Tenancy Health Check process can be improved to better serve our tenants. All Council Tenants should receive a Tenancy health check periodically therefore changes will affect all RMBC housing tenants. The Tenancy Scrutiny Panel encompasses tenants from a diverse range of protected characteristics.

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

When a tenant engages with the Housing service, we collect equality and diversity data, which when required can be used to pull together reports as needed.

The Census population of Rotherham in 2021 was 265,800, with around half living in and around the main urban area of Rotherham. The remainder live in smaller towns such as Wath, Dinnington and Maltby, and in numerous large villages and rural communities, all of which have their own distinct identities.

The 2021 Census further shows that Rotherham had 113,900 households, compared with 108,300 in the 2011 Census, an increase of 5,600 or 5.2%. In 2021, 25.8% were aged 60 or over which is slightly higher than the England figure of 24.2% and the Yorkshire and Humber figure of 25%. Rotherham's population is ageing broadly in line with national trends and the percentage aged over 85 increased from 2.1% in 2011 to 2.3% in 2021.

116,800 Rotherham residents are in employment. One in five workers who live in Rotherham are employed in Sheffield and another one in five works elsewhere outside Rotherham.

Rotherham has a similar age profile to the national average and in common with the national trends, the population is ageing. Central Rotherham has a younger population than average whilst the more suburban and rural areas, mainly in the south of the borough, have older age profiles.

Rotherham's ethnic minority population was 8.1% in 2011 and in the 2021 Census was 11.7%. The central area of Rotherham is far more ethnically diverse than the rest of the

Borough. The largest minority ethnic group in the central area is Pakistani & Kashmiri (4% of the population), followed by the Slovak & Czech Roma (1.5% of the population). Rotherham also has smaller Black African, Indian, Chinese, Irish and Arab communities, all with between 500 and 2,000 people.

Despite improvements overall, some areas of Rotherham are affected by high economic and social deprivation. Rotherham is the 52nd most deprived district in England according to the Index of Multiple Deprivation 2015, which showed 19.5% of residents living in the 10% most deprived areas nationally.

Central Rotherham forms the main area of high deprivation although there are also pockets in Maltby, Rawmarsh, Dinnington, Thurgroft, Wath, Swinton and Aston. The main forms of deprivation affecting Rotherham are low levels of qualification, poor health, high rates of disability and high worklessness, notably long-term sickness.

Identified vulnerabilities of council tenants, for example, deafness/ vision impairment, are logged on NEC on a tenant's profile. Regarding conducting Tenancy Health Checks, these can be used by Housing Officers to inform frequency of visits required.

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

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

Tenancy Health Checks will be reviewed by the Tenant Scrutiny Panel, both to ensure implementation, and to discuss its impact on tenants. The Scrutiny Panel will need to rely on input from the Tenant Connectors pool (a pool of tenants willing to engage with the council on a case-by-case basis) or other wider Tenant voice to ensure it effectively captures some of the experiences of those from various protected characteristics.

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

The Tenant Scrutiny Panel produced the recommendations, with support from council officers to provide data and expertise. This exercise was conducted with the Tenant Scrutiny Panel over a period of months throughout 2024.

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

Relevant Heads of Services have viewed and signed the Cabinet report, in line with existing processes
25/04/2025

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)

The impact on tenants belonging to various communities and groups will be positive, as recommendations made within the action plan refer to flexibility in support, providing clearer information to tenants, rolling out training to staff and providing flexibility to move dates around to support advocacy services. Suggested changes have the potential to make services more accessible and adapt to tenant needs. Some of the changes do however rely on the discretion of staff therefore their effectiveness will be linked to how well staff use their discretion to the benefit of customer, especially those with vulnerabilities.

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

The intention of this work is to improve accessibility to the pathway. It is anticipated to help to remove barriers to communities seeking housing related support, and individuals that are less likely to self-report issues they face to the council, due to vulnerabilities or additional needs.

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

Yes, the discretion provided to increase visit frequency for those with additional needs, the rolling out of training to staff, and the discretion to re arrange appointments to facilitate advocacy services will have a positive impact, reducing communication barriers, prioritising support, and enabling the council to adapt our service to the needs of service users.

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)

It is unlikely these changes will have any negative impact on community relations. In the unlikely event a tenant notices differing frequency of visits with a neighbour for example, and perceive they are receiving a differing service, this will be managed by officers clearly communicating that visit frequency will be increased at their discretion on a case-by-case basis.

Actions being taken because of Tenant Scrutiny recommendations may have a positive impact on community relations, demonstrating that the council is listening to Tenants needs, and the effectiveness of our Tenant Engagement offer.

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: Tenant Scrutiny Panel – THC
Directorate and service area: Adults Housing and Public Health
Lead Manager: Paul Walsh – Head of Service (Housing & Estates Management)
Summary of findings:
<p>The Tenant Scrutiny panel has made a series of recommendations, utilising their personal experience and wider Tenant voice, to suggest improvements to Tenancy Health Checks. Tenancy Health checks provide an opportunity to signpost tenants, make referrals for support, and ensure that the tenancy agreement is being followed. The panels suggestions point out existing deficiencies in the way health checks are being implemented, and most of the suggestions provide the opportunity to positively impact the effectiveness of the Tenancy Health Checks, particularly for those with identified vulnerabilities.</p> <p>Some of the changes suggested relying on the discretion of housing officers to deliver them such as providing additional checks when additional needs are identified.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Explore methods to track identification of Tenants requiring more frequent Tenancy Health Check visits, to ensure that officer discretion is being used effectively	D, PM, C, A O	10/2025

Ensure actions outlined in the Scrutiny action plan are implemented by the assigned dates – see Scrutiny Action plan	A,D, PM, C, O	
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***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
Ian Spicer	Strategic Director - ASCHPH	23/06/2025
Cllr Beresford	Cabinet member for Housing	26/06/2025

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 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	
Report title and date	
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	