

## Appendix 3

### 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	
<b>Equality Analysis title:</b> Oaktrees Extra Care Scheme	
<b>Date of Equality Analysis (EA):</b> 8 July 2025	
<b>Directorate:</b> Adult Care, Housing and Public Health	<b>Service area:</b> Adult Care and Integration
<b>Lead Manager:</b> Deborah Ramskill, Interim Head of Provider Services	<b>Contact:</b> <a href="mailto:Deborah.ramskill@rotherham.gov.uk">Deborah.ramskill@rotherham.gov.uk</a>
<b>Is this a:</b> <input type="checkbox"/> <b>Strategy / Policy</b> <input checked="" type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>	
<b>If other, please specify</b>	

## 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)
Kirsty Littlewood	RMBC	Assistant Director, Adult Care and Integration
Deborah Ramskill	RMBC	Interim Head of Provider Services
Claire Green	RMBC	Programme Manager

## 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)**

The recommendations within the Cabinet report directly impact existing tenants of the Oaktrees site only. 13 of the 19 tenancies are currently accessing the offsite wrap around care and support service which is the approved delivery model. Once tenancies become vacant, these will be offered as General Housing, and any eligible care and support needs would be accessed through existing adult care pathways.

Following the closure of the Resource Centre, the service will continue to support tenants to access other activities and opportunities in the community and at the nearby Extra Care Housing Scheme at Bakersfield Court.

Tenants have been consulted on the future use of the land, following demolition of the Resource Centre, see below.

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

There are currently 19 tenancies occupied at the Oaktrees site, 13 of which access care and support from the Council. All tenants are all aged 55 years and above.

Communication, engagement and public meetings have been held with all tenants.

Services are available equitably to all who have an assessed need, regardless of any Protected Characteristics.

Data in relation to Gender Reassignment, Pregnancy and Maternity and Sexual Orientation is not available.

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

- Tenant satisfaction surveys
- Regular engagement sessions
- Regular updates and communications
- Referrals for adult social care and support offered by other organisations to support any change in need and circumstance.

<p><b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b></p>	<p>Together Housing invited all 19 tenancies to formally consult on the future use of the land. The proposal included two options:</p> <p>Option 1: Working garden area with raised beds. Option 2: Garden with seating and two parking spaces.</p> <p>Summary of the findings:</p> <ul style="list-style-type: none"> <li>• Of the 16 tenancies that fed back on the proposal, 15 chose option 2.</li> <li>• Tenants fed back concern that a working garden would likely become unkempt as it would be dependent on tenants being interested in and/or able to undertake gardening activities.</li> <li>• Tenants preferred an enclosed community garden with bench-style seating for their exclusive use. The garden will be in addition to personal gardens and will also provide an additional two parking spaces. Most tenants also have their own parking spaces at their bungalows.</li> <li>• One tenancy favoured option 1, however did not voice strong views and following further discussion with family was accepting of option 2.</li> </ul> <p>This option minimises any associated maintenance costs, ensuring minimal impact on tenant service charges.</p> <p>Three tenants did not respond to calls or visits in relation to the consultation, however all tenants and relatives continue to be engaged through regular updates.</p> <p>During the consultation, tenants raised several queries in relation to aesthetics, security, lighting and water supply to the area, to which Together Housing responded. A full consultation report can be found at Appendix 1.</p> <p>Prior engagement took place to inform the recommendations approved in the previous Cabinet Report dated 18 September 2023, including public meetings in August 2022, January 2023 and August 2023 and tenant surveys/correspondence throughout 2021-23.</p>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Since Cabinet approval to change the service model to provide off-site care and support, there are no further impacts on staff, therefore no specific engagement with staff has taken place.</p>

<b>4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)</b>
<b>How does the Policy/Service meet the needs of different communities and groups?</b> The current service model is inclusive of all communities and groups.
<b>Does your Policy/Service present any problems or barriers to communities or Groups?</b> No.
<b>Does the Service/Policy provide any positive impact/s including improvements or remove barriers?</b> Tenants continue to receive support, proportionate to their needs and activities and events are promoted to encourage social inclusion.
<b>What affect will the Policy/Service have on community relations?</b> (may also need to consider activity which may be perceived as benefiting one group at the expense of another) There will be no effect on community relations. Together Housing continues to monitor the site to mitigate any potential anti-social behaviour.

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

<b>Title of analysis:</b> Oaktrees Extra Care Scheme
<b>Directorate and service area:</b> Adult Care, Housing and Public Health
<b>Lead Manager:</b> Deborah Ramskill, Interim Head of Provider Services
<b>Summary of findings:</b>
<p>The recommendations within the Cabinet Report will directly impact on current tenants at Oaktrees only.</p> <p>Following Together Housing permanently closing the Resource Centre and repurposing use of the land, Adult Care will continue to support the social care needs of tenants. For existing tenants currently receiving responsive support from staff based at nearby Bakersfield Court (an Extra Care Housing facility) this will continue.</p> <p>A previous Cabinet decision ensures the site is restricted to older adults under general housing need, therefore anyone moving onto the Oaktrees site will have access to care and support on the same basis as residents living in the wider community, through Care Act Assessment/eligibility. This service model is inclusive of all protected characteristics, communities and groups.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Communicate to tenants and staff the Cabinet decision and inform them of the next steps.	All	30 November 2025
Together Housing will implement the recommendations, once approved.	All	March 2026
Together Housing will continue to engage with tenants to share updates throughout the works.	All	March 2026

Adult Care and Integration will continue its partnership with Together Housing, supporting the provider to engage tenants and provide opportunities to feedback, ensuring the outcome of the recommendations are monitored and reviewed.	All	June 2026
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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, Adult Care, Housing and Public Health	28 August 2025
Cllr Baker-Rogers	Cabinet Member	27 August 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 <b>Cabinet, key delegated officer decision, Council, other committee or a significant operational decision</b> 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 <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> 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>	11 August 2025
<b>Report title and date</b>	Oaktrees Extra Care Scheme
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a></b>	