

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: Inclusion strategy 2026-2030 and Equality, Diversity and Inclusion Annual Report 2024-25

Directorate: ACX

Service area: Policy, Performance & Improvement

Lead person: Michael Holmes

Contact:
Michael.Holmes@rotherham.gov.uk

Is this a:

☒ **Strategy / Policy**
☐ **Service / Function**
☐ **Other**

If other, please specify

2. Please provide a brief description of what you are screening

This screening covers three related documents that will be presented together in a single cabinet report:

- **Inclusion Strategy 2026–2030:** A refreshed approach outlining the Council's priorities and commitments on inclusion through to 2029.

- **Equalities Action Plan 2026-27:** Builds on the strategy by detailing specific actions RMBC will deliver in the first year of the strategy. Actions will require their own equalities screenings via the responsible directorate.
- **Equalities Annual Report 2024-25:** Summarises equalities-related activities undertaken during 2024-25 and includes case studies showcasing key achievements.

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

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?**

Equality and diversity have been considered throughout the production of all three documents. The Inclusion Strategy 2026–2030, Equalities Action Plan 2026-27, and Equalities Annual Report 2024-25—are intrinsically equality-oriented. Together, they refresh the Council's equality objectives, set out a strategic approach to embedding inclusion and equalities across all services, and demonstrate accountability for progress. This work underpins the new Council Plan and ensures that equalities are integrated into everything the Council does, rather than treated as a standalone consideration.

- **Key findings**

A consultation was undertaken both externally and with council staff on draft equality objectives and key actions over the medium term. The outcomes of the consultation have informed the final strategy and accompanying one-year workplan.

Feedback included:

- It can be difficult to communicate with the Council and accessibility barriers can vary for different groups
- The Council doesn't always appear to act on feedback, explain what action has been taken, or maintain a dialogue with groups
- People sometimes feel unsafe and this can be particularly pronounced for some communities
- There is a view that more deprived places are overlooked
- People want to be part of the solution and co-production - designing services together - is crucial
- Regular engagement mechanisms would help, particularly for those who feel excluded or ignored

- **Actions**

From listening to and analysing the feedback we received, we developed four key themes that underpin the strategy and action plan. These will guide our inclusion-related activities throughout the lifespan of the strategy:

<ul style="list-style-type: none"> • Working Together – Embedding co-production and collaboration so that communities are active partners in designing solutions. • Responsive Services – Ensuring services are accessible, inclusive, and shaped by ongoing dialogue with communities. • Welcome Places – Creating safe, welcoming environments where everyone feels valued and respected. • Employer of Choice – Building a diverse, inclusive workforce and a culture where all employees feel supported and able to thrive. 	
Date to scope and plan your Equality Analysis:	11/12/2025
Date to complete your Equality Analysis:	12/12/2025
Lead person for your Equality Analysis (Include name and job title):	Paul Stafford Policy 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	16/12/2025

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	12/12/2025
Report title and date	Inclusion strategy 2026-2030 and Equality, Diversity and Inclusion Annual Report 2024/25
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	09 February 2026
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	16/12/2025