

OVERVIEW AND SCRUTINY MANAGEMENT BOARD

Date and Time :- Wednesday 2 August 2023 at 10.00 a.m.
Venue:- Rotherham Town Hall, Moorgate Street, Rotherham.
Membership:- Councillors Clark (Chair), Bacon (Vice-Chair), Baker-Rogers, Ball, Browne, Cooksey, Elliott Miro, Pitchley, Tinsley, Wyatt and Yasseen.

This meeting will be webcast live and will be available to view [via the Council's website](#). The items which will be discussed are described on the agenda below and there are reports attached which give more details.

Rotherham Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair or Governance Advisor of their intentions prior to the meeting.

AGENDA

1. Apologies for Absence

To receive the apologies of any Member who is unable to attend the meeting.

2. Declarations of Interest

To receive declarations of interest from Members in respect of items listed on the agenda.

3. Questions from Members of the Public and the Press

To receive questions relating to items of business on the agenda from members of the public or press who are present at the meeting.

4. Exclusion of the Press and Public

To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda.

Items for Pre-Decision Scrutiny

In accordance with the outcome of the Governance Review in 2016, the following items are submitted for pre-scrutiny ahead of the Cabinet meeting on 7 August 2023. Members of the Overview and Scrutiny Management Board are invited to comment

and make recommendations on the proposals contained within the report.

5. UK Shared Prosperity Fund - Years two and three (Pages 5 - 44)

The report provides proposed projects and recommendations for use of Rotherham's UK Shared Prosperity Fund (UKSPF) £6.4m allocation, for 2023/24 and 2024/25.

Projects will help Rotherham businesses to start up and grow, develop the skills our residents need to get a good job and progress in their careers, and provide targeted support to local communities in the face of cost of living and other pressures. In short, this package of measures will support the Council's aspirations to build a more inclusive local economy.

Portfolio – Leader of the Council
Directorate – Assistant Chief Executive's

6. Rotherham Markets & Library Redevelopment (Pages 45 - 93)

This report details the proposed redevelopment of the Rotherham Markets Complex and new library, located in the town centre of Rotherham, including an update on progress to date, a summary of the proposals, delivery programme, and sequencing. The report also seeks authority to award an enabling works contract.

Portfolio: Jobs and the Local Economy.
Directorate: Regeneration and Environment

For Information/Monitoring:-

7. Work Programme (Pages 95 - 96)

To consider the Board's Work Programme.

8. Work in Progress - Select Commissions

To receive updates from the Chairs of the Select Commission on work undertaken and planned for the future.

9. Call-in Issues

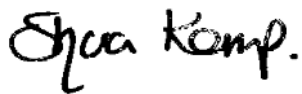
To consider any issues referred for call-in from recent Cabinet meetings.

10. Urgent Business

To determine any item which the Chair is of the opinion should be considered as a matter of urgency.

11. Date and time of next meeting

The next meeting of the Overview and Scrutiny Management Board will be held on 13 September 2023 at 10.00am at Rotherham Town Hall.

A handwritten signature in black ink that reads "Sharon Kemp". The signature is written in a cursive, flowing style.

SHARON KEMP,
Chief Executive.

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Committee Name and Date of Committee Meeting

Cabinet – 07 August 2023

Report Title

UK Shared Prosperity Fund - Years two and three

Is this a Key Decision and has it been included on the Forward Plan?

Yes

Strategic Director Approving Submission of the Report

Jo Brown, Assistant Chief Executive

Report Author(s)

Michael Holmes, Partnership Officer
michael.holmes@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

The report provides proposed projects and recommendations for use of Rotherham's UK Shared Prosperity Fund (UKSPF) £6.4m allocation, for 2023/24 and 2024/25.

Projects will help Rotherham businesses to start up and grow, develop the skills our residents need to get a good job and progress in their careers, and provide targeted support to local communities in the face of cost of living and other pressures. In short, this package of measures will support the Council's aspirations to build a more inclusive local economy.

The approach to the use of this funding is to work with a range of partner organisations, ensuring UKSPF enables delivery against shared partnership priorities and commitments, including key initiatives such as the Children's Capital of Culture, as well as complementing activity in the Council's Year Ahead Delivery Plan. It will also ensure that a number of projects previously funded through the European Structural Funds can continue.

Recommendations

That Cabinet:

1. Endorse the projects for submission to South Yorkshire Mayoral Combined Authority for award of UKSPF for 2023/24 and 2024/25 as follows:
 - a) Local Business Support

- i) £1,693,727 for sub-regional business support supporting three strands of “Launchpad” (start-up support); productivity and low carbon.
 - ii) £234,870 capital for Rotherham’s business incubation centres.
 - iii) £234,482 for social value to coordinate and enhance social value activity, focused on increasing local spend through anchor organisations’ procurement activity.
 - b) People and Skills
 - i) £1,291,013 for Rotherham integrated skills programme (RISP) providing four projects covering the journey from initial engagement with those hardest to reach, through to sustainable employment and career progression.
 - ii) £421,502 for Children’s Capital of Culture to extend and expand the traineeship programme with further capacity building support for partners.
 - c) Communities and Place
 - i) £471,664 for Children’s Capital of Culture, including investment in existing and new events and festivals across the Borough, building capacity in community organisations and groups and creating more resilient models for grass roots programmes.
 - ii) £370,094 for Open Arms Rotherham phase 2 for ongoing delivery of fortnightly one-stop shop sessions, in targeted neighbourhoods and further development of community infrastructure, including community leaders.
 - iii) £100,000 for Reaching Out Across Communities, establishing local equality networks to ensure that current and future interventions are informed by and effectively reach all of Rotherham’s diverse communities.
 - iv) £280,000 for town centre events to deliver a regular programme and increase footfall.
 - v) £1,068,709 for the visitor and leisure economy, supporting the delivery of capital schemes across Rotherham, focused on major attractions, increasing visitor numbers, and improving skills
 - vi) £80,000 capital for Active Lives, creating additional multi-sport play zones in local communities.
 - d) Rural
 - i) £200,000 for a small grants programme for rural businesses supporting rural micro and small enterprises and tourism and the visitor economy.
2. Agrees to delegate authority to the Assistant Chief Executive in consultation with the Leader of the Council to determine revised and final allocations for the UK Shared Prosperity Fund, including allocation of funding to the three capital schemes within the ‘visitor and leisure economy’ proposal. This is to include provision for other eligible actions within the use of the fund should it not be possible to achieve full spend of the grant through the allocations above.

List of Appendices Included

- Appendix 1 Financial summary
- Appendix 2 Summary of proposals by theme
- Appendix 3 Equality screening (form A)
- Appendix 4 Equality assessment (form B)
- Appendix 5 Climate impact assessment

Background Papers

South Yorkshire Mayoral Combined Authority, South Yorkshire UKSPF investment plan, August 2022

**Consideration by any other Council Committee, Scrutiny or Advisory Panel
Council Approval Required**

No

Exempt from the Press and Public

No

UK Shared Prosperity Fund - Years two and three

1. Background

- 1.1 UKSPF is a three-year government-funded programme channelled through South Yorkshire Mayoral Combined Authority (SYMCA), introduced as the successor fund to the European Structural Funds.
- 1.2 The primary goal of the Fund is to build pride in place and increase life chances across the UK, aligning in particular with the following levelling up mission: 'By 2030, pride in place, such as people's satisfaction with their town centre and engagement in local culture and community, will have risen in every area of the UK, with the gap between the top performing and other areas closing.'
- 1.3 This report provides details of proposed projects and recommendations for years two and three of the programme (2023/24 and 2024/25) for submission to SYMCA.

2. Key Issues

- 2.1 Rotherham's UKSPF allocation is £7.2m over three years from April 2022 to March 2025. This comprises £5.6m revenue and £1.6m capital allocated across three themes or 'investment priorities':
 - Supporting Local Business
 - People and Skills
 - Communities and Place
- 2.2 Within this £7.2m allocation, £400,000 capital has been provided to support rural communities and businesses from April 2023.
- 2.3 £825,000 was available in year one (2022/23), with the bulk of the funding in years two and three (i.e. from April 2023 to March 2025), over which period there is approximately £6.4m to invest in the Borough.
- 2.4 For years two and three, the aim has been to develop integrated proposals with clear linkages both within and across the three UKSPF themes.
- 2.5 Projects will help Rotherham businesses to start up and grow, develop the skills our residents need to get a good job and progress in their careers, and provide targeted support to local communities in the face of cost of living and other pressures. In short, this package of measures will support the Council's aspirations to build a more inclusive local economy.
- 2.6 The approach to the use of this funding is to work with a range of partner organisations, ensuring UKSPF enables delivery against shared partnership priorities and commitments, including key initiatives such as the Children's Capital of Culture, as well as complementing activity in the Council's Year

Ahead Delivery Plan. It will also ensure that a number of projects previously funded through the European Structural Funds can continue.

2.7 Consideration has also been given to the deliverability of projects, bearing in mind the relatively tight timescales and the fact that there is little flexibility within annual funding allocations.

2.8 There is, however, some scope to move funding between thematic allocations and this flexibility has been utilised in developing the proposals.

2.9 A summary of the proposals for each investment priority is set out below, with a detailed breakdown included at Appendix 2 and an overall financial summary provided in Appendix 1.

Supporting Local Business

2.10 Three projects operating across South Yorkshire will:

- Help entrepreneurs to test and develop their business ideas;
- Offer wide-ranging support to boost business productivity; and
- Provide grants to reduce businesses' energy use and carbon emissions.

2.11 The Council's network of business incubation centres will benefit from capital investment to make improvements that enhance the support offer to local start-up businesses.

2.12 Funding will also be used to promote the social value agenda in Rotherham, working with local businesses to help them access opportunities and aiming to maximise the social value generated from anchor organisations' spending and activity. This additional support will be particularly targeted at the Borough's smaller businesses, to help them engage and connect to these opportunities.

People and Skills

2.13 A number of connected projects will provide seamless support to improve skills and employability. This will range from proactive engagement with people who are furthest away from employment, to in-work help for those looking to advance their careers.

2.14 In light of the pandemic's impact on young people, a dedicated strand will address the multiple social, emotional and health barriers to learning and employment faced by some young people in Rotherham.

2.15 In the build up to Rotherham becoming the first Children's Capital of Culture in 2025, skills development for young people will increase through traineeships with key partners.

Communities and place

2.16 Building on the community-based programme of activity implemented in year one of UKSPF, this theme will see ongoing delivery of one-stop-shop support

and advice sessions in neighbourhoods across Rotherham, with targeted help for residents who are financially excluded or isolated.

2.17 Further developmental work with local volunteers and groups will help to sustain activity, which will also be integrated with other partnership-based support programmes (e.g. food in crisis, family hubs).

2.18 By developing the Council's mechanisms for engaging with its diverse community - "Reaching out across communities" - partners will ensure that current and future interventions are informed by and effectively reach all of Rotherham's diverse communities.

2.19 This theme also includes further support for organisational capacity building and delivery of local events as part of Children's Capital of Culture, as well as for an expanded events programme in the town centre.

2.20 Alongside this, a capital programme will invest in key schemes across Rotherham, focusing on the Borough's major attractions within the visitor and leisure economy, as well as contributing to new multi-sport physical activity hubs.

Rural

2.21 A grants programme for rural businesses will offer match-funded grants of up to £12,499 for small scale investment, including developing the visitor economy and local attractions. The capital programme mentioned at 2.20 above will include activity in rural areas, utilising the communities element of the rural funding.

Project and programme management

2.22 Following endorsement of the overall programme by Cabinet, it is proposed that the final and revised allocations for individual projects are approved by the Assistant Chief Executive in consultation with the Leader of the Council.

2.23 Projects will then require endorsement from SYMCA's local partnership group, which comprises representatives from a range of partner organisations across South Yorkshire, with final sign off from SYMCA's internal programme board. This is likely to be a quick turnaround of two to three weeks for each project.

2.24 Contracts can only be agreed on an annual basis, as government is confirming funding annually subject to performance reviews, but two-year projects will not require further SYMCA endorsement for year three if there are no substantive changes.

2.25 However, annual allocations are fixed and if projects underspend in 2023/24, there is no guarantee that funding will be carried forward into 2024/25. This being the case, deliverability of projects is a key consideration.

2.26 Up to 4% of the overall South Yorkshire UKSPF allocation is set aside for programme management and administration costs. This equates to £1.556m and has been top-sliced from individual local authority allocations by SYMCA.

It is anticipated that a small proportion of this funding may be made available for local authorities to either contribute to their own management costs or increase project spend and delivery.

3. Options considered and recommended proposal

- 3.1 The preferred option is the two-year programme set out above and, in the appendices, which has considered the importance of developing impactful, integrated proposals that are deliverable within the timescales.
- 3.2 The alternative option would be to develop separate one-year programmes. It is likely that this would reduce the impact of proposals and be more difficult to deliver within the timescales.

4. Consultation on proposal

- 4.1 Initial proposals for use of Rotherham's UKSPF allocation were consulted on with Council directorates and external partners over the summer of 2022.
- 4.2 Further discussions have been held with relevant services and partners to develop the proposed programme for years two and three.

5. Timetable and Accountability for Implementing this Decision

- 5.1 Outline project proposals have already been developed and initial, detailed proposals will be brought forward for approval in line with the delegation in this report in the next few weeks, subject to the endorsement of the programme by Cabinet.
- 5.2 Ongoing coordination and oversight of Rotherham's UKSPF programme will continue to be carried out by Assistant Chief Executive's directorate, supported by an internal cross-council planning and delivery group, comprising finance representatives and lead officers for each project/theme.

6. Financial and Procurement Advice and Implications

- 6.1 The report sets out the proposed allocation of UKSPF to revenue and capital projects. The funding is subject to annual review which includes the potential for grant to be withdrawn by central government. As such, there is a risk that the Council will incur costs to complete projects or if expenditure cannot be ceased in line with the funding available. The planned capital investments should not result in any material additional ongoing costs for the Council.
- 6.2 Any expenditure with 3rd party suppliers for the supply of goods, works or services arising from the project proposals indicated in this report will be subject to the Council's Financial and Procurement Procedure Rules and Public Contract Regulations (as amended).

7. Legal Advice and Implications

- 7.1 The proposed projects are consistent with the requirements of the UKSPF programme, and it will be necessary for the Council to comply with the funding agreements in respect of the programme. Where necessary the funding to be provided to the projects referred to in the report will need comply with the requirements of the Subsidy Control Act 2022.

8. Human Resources Advice and Implications

- 8.1 Due to the nature of funding arrangements, HR will provide advice in relation to the most appropriate contractual and recruitment options for any new fixed term posts required.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 UKSPF will have a positive impact for children and young people with £893,166 allocated to the Children's Capital of Culture. This will extend and expand the traineeship programme with further capacity building support for partners.
- 9.2 In addition, the People and Skills theme includes targeted support for young people who face barriers to accessing education and skills provision.

10. Equalities and Human Rights Advice and Implications

- 10.1 An Equalities Screening (Form A) and Equalities Assessment (Form B) have been undertaken. Both are appended to this report.
- 10.2 The findings of the assessment conclude that a number of connected projects will provide support to improve skills and employability. This will range from proactive engagement with people who are furthest away from employment to in-work help for those looking to advance their careers.
- 10.3 Specifically, by strengthening mechanisms by which the Council reaches out across its diverse communities, partners will ensure current and future interventions are informed by and effectively reach residents across the borough.
- 10.4 Actions provide for monitoring protected characteristic data within relevant projects. Protected characteristic data will be used to ensure that underrepresented groups are supported and included across the lifespan of the projects.

11. Implications for CO2 Emissions and Climate Change

- 11.1 Activity that could contribute towards a potential increase in emissions includes the expansion of local events and the borough's visitor and leisure economy, aiming to increase visitor numbers and including a number of capital projects which will generate emissions during their construction and development. This could be offset by more local events meaning people are not travelling to other areas.

- 11.2 Offsetting this, the business support programme includes grants for businesses to help them reduce their energy usage and carbon emissions. The social value proposal has the potential to decrease emissions by increasing local spend and encouraging local supply through anchor organisations' procurement activity.

12. Implications for Partners

- 12.1. Partner organisations have been consulted in the development of Rotherham's UKSPF programme and are involved in delivery.

13. Risks and Mitigation

- 13.1 Active management of the programme through quarterly monitoring and returns provided to SYMCA will enable any over and under commitments to be identified and adjustments made to the programme to ensure full spend and outcomes from the grant.

14. Accountable Officers

Fiona Boden, Head of Policy, Performance and Intelligence,
Assistant Chief Executive's Directorate

Approvals obtained on behalf of Statutory Officers:

	Named Officer	Date
Chief Executive	Sharon Kemp	24/07/23
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	24/07/23
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	24/07/23

Report Author: Michael Holmes, Partnership Officer
michael.holmes@rotherham.gov.uk

This report is published on the Council's [website](#).

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Appendix 1 – Financial summary

Rotherham UKSPF allocations												
	Rotherham Core UKSPF Allocation (in £, -4% management & admin)											
	Year 1 - 2022/23			Year 2 - 2023/24			Year 3 - 2024/25			Total - 2022/25		
Investment Priority	Capital	Revenue	Total	Capital	Revenue	Total	Capital	Revenue	Total	Capital	Revenue	Total
Communities and Place	82,526	631,325	713,851	185,684	420,883	606,567	691,899	518,931	1,210,829	960,108	1,571,138	2,531,247
Supporting Local Business	0	111,410	111,410	61,895	701,472	763,366	172,975	1,556,792	1,729,767	234,869	2,369,674	2,604,543
People and Skills	0	0	0	0	280,589	280,589	0	1,383,815	1,383,815	0	1,664,404	1,664,404
Total	82,526	742,735	825,261	247,578	1,402,943	1,650,522	864,873	3,459,538	4,324,411	1,194,978	5,605,216	6,800,194
Rural allocation	Capital	Revenue	Total	Capital	Revenue	Total	Capital	Revenue	Total	Capital	Revenue	Total
Rural Communities	0	0	0	80,000	0	80,000	120,000	0	120,000	200,000	0	200,000
Rural Business	0	0	0	80,000	0	80,000	120,000	0	120,000	200,000	0	200,000
Total	0	0	0	160,000	0	160,000	240,000	0	240,000	400,000	0	400,000
Total allocation	Capital	Revenue	Total	Capital	Revenue	Total	Capital	Revenue	Total	Capital	Revenue	Total
Total	82,526	742,735	825,261	407,578	1,402,943	1,810,522	1,104,873	3,459,538	4,564,411	1,594,978	5,605,216	7,200,194

Appendix 1 – Financial summary

	Year 2 - 2023/24		Year 3 - 2024/25		Total	
	Cap	Rev	Cap	Rev	Cap	Rev
Supporting Local Business						
Launchpad	-	174,179	-	238,113	-	412,292
Productivity	-	207,415	-	450,351	-	657,766
Low Carbon	-	206,644	-	417,025	-	623,669
Business Incubation Centres	61,895	-	172,975	-	234,870	-
Social Value	-	78,494	-	155,988	-	234,482
Total	61,895	666,732	172,975	1,261,477	234,870	1,928,209
Allocation	61,895	701,472	172,975	1,556,792	234,869	2,258,264
Balance remaining	-0	34,740	-0	295,315	-1	330,055
People and Skills						
First Step	-	46,139	-	71,263	-	117,402
Employment Solutions	-	168,051	-	564,949	-	733,000
Ambition and Aspiration	-	30,025	-	122,475	-	152,500
Advance	-	55,049	-	233,062	-	288,111
Children's Capital of Culture	-	0	-	421,502	-	421,502
Total	-	299,264	-	1,413,251	-	1,712,515
Allocation	-	280,589	-	1,383,815	-	1,664,404
Balance remaining	0	-18,675	0	-29,436	0	-48,111
Communities and Place						
Visitor and Leisure Economy	336,810	-	731,899	-	1,068,709	-
Active Lives	-	-	80,000	-	80,000	-
Children's Capital of Culture	-	350,812	-	120,852	-	471,664
Town Centre Events	-	115,000	-	165,000	-	280,000
Open Arms Rotherham	-	41,336	-	328,758	-	370,094
Reaching Out Across Communities	-	40,000	-	60,000	-	100,000
Total	336,810	547,148	811,899	674,610	1,148,709	1,221,758
Allocation	336,810	420,883	811,899	518,931	1,148,708	939,814
Balance remaining	-0	-126,265	-0	-155,679	-1	-281,944
Rural						
Rural business grants	80,000	-	120,000	-	200,000	-
Allocation	80,000	-	120,000	-	200,000	-
Total cost of proposals	478,705	1,513,144	1,104,874	3,349,338	1,583,579	4,862,482
Total allocation	478,704	1,402,943	1,104,873	3,459,538	1,583,578	4,862,482
Balance remaining	-1	-110,201	-1	110,200	-1	-0

Notes:

- The Communities and Place capital allocation includes the year 1 underspend (£71,126) and rural communities allocation (£200k)
- '-1' figures for balance remaining are due to roundings in the allocation calculations

Appendix 2 – Summary of proposals by theme

1. Business Support Theme

Project/programme	Description	Cost in £ (revenue unless stated)			Anticipated impact
		2023/24	2024/25	Total	
Sub-regional business support	<p>Comprehensive programme with 3 strands:</p> <ul style="list-style-type: none"> • Launchpad (start-up support) • Productivity • Low carbon <p>Will deliver wide-ranging support, including advice, diagnostics, workshops and grants, to help businesses start up, grow and reduce energy costs and emissions. A condition of grant support will be that businesses will be encouraged to pay the real living wage.</p>	<p>588,238</p> <p>174,179</p> <p>207,415</p> <p>206,644</p>	<p>1,105,489</p> <p>238,113</p> <p>450,351</p> <p>417,025</p>	<p>1,693,727</p> <p>412,292</p> <p>657,766</p> <p>623,669</p>	<ul style="list-style-type: none"> • 107 businesses receiving grants • 53 jobs created • 32 jobs safeguarded • 21 businesses created • 49 entrepreneurs assisted to be business ready • 16 businesses adopting new technologies or processes • 16 businesses with improved productivity
Business incubation centres	<p>Capital improvements to Rotherham's business centres to enhance the offer, including:</p> <ul style="list-style-type: none"> • Create co-working space at Moorgate Crofts for (free) use by Launchpad beneficiaries, providing a focal point for collaboration and networking. • Upgrade meeting room space to meet the needs of modern businesses i.e. new communications and AV systems, along with re-designed seating/hosting arrangements • Enhance communal spaces to encourage collaboration and improve information sharing, including new seating arrangements and digital signage 	<p>61,895 (capital)</p>	<p>172,975 (capital)</p>	<p>234,870 (capital)</p>	<ul style="list-style-type: none"> • 140 businesses receiving non-financial support (existing business centre occupants) • 16 additional businesses supported (Century II businesses)

Appendix 2 – Summary of proposals by theme

Project/programme	Description	Cost in £ (revenue unless stated)			Anticipated impact
		2023/24	2024/25	Total	
	<ul style="list-style-type: none"> Improve wifi coverage, supporting a 'digital first' approach to aid productivity and competitiveness Meet fit out costs (due to cost overruns / pressures) to ensure that a comparable offer with other sites is available at the new Century II centre 				
Social value	<p>Coordinate and enhance social value activity, focused on increasing local spend through anchor organisations' procurement activity. This includes:</p> <ul style="list-style-type: none"> Develop the local procurement anchor network Build the capacity of local SMEs Hold 'meet the buyer' and networking events to raise awareness of opportunities and share good practice (a separate line is included in communities and place theme for town centre events) 	78,494	155,988	234,482	<ul style="list-style-type: none"> Jobs created Increase % of local spend by anchor institutions Businesses receiving non-financial support Local events and activities supported

Appendix 2 – Summary of proposals by theme

Theme summary:

	Year 2 - 2023/24		Year 3 - 2024/25		Total	
	Cap	Rev	Cap	Rev	Cap	Rev
Supporting Local Business						
Launchpad	-	174,179	-	238,113	-	412,292
Productivity	-	207,415	-	450,351	-	657,766
Low Carbon	-	206,644	-	417,025	-	623,669
Business Incubation Centres	61,895	-	172,975	-	234,870	-
Social Value	-	78,494	-	155,988	-	234,482
Total	61,895	666,732	172,975	1,261,477	234,870	1,928,209
Allocation	61,895	701,472	172,975	1,556,792	234,869	2,258,264
Balance remaining	-0	34,740	-0	295,315	-1	330,055

Appendix 2 – Summary of proposals by theme

2. People and Skills Theme

Project/programme	Description	Cost in £ (all revenue)			Anticipated Impact
		2023/24	2024/25	Total	
Rotherham integrated skills programme (RISP)	Four projects covering the journey from initial engagement with those hardest to reach, through to sustainable employment and career progression. All the projects are part of a continuous journey for the beneficiaries, with other projects (e.g. those funded via Multiply) also part of the offer. The hub on the ground floor of Riverside enables the projects to physically co-locate and provides a “one-stop-shop” for residents.	299,264 (all 4 projects)	991,749 (all 4 projects)	1,291,013 (all 4 projects)	See below
RISP 1: First Step	Proactive engagement with harder to reach individuals and groups, with referrals to next step provision (e.g. Employment Solutions). Also incorporates a supported volunteering element as a first step towards employment. The project would employ one employability engagement worker.	46,139	71,263	117,402	<ul style="list-style-type: none"> • 120 referrals • 100 people supported • 30 supported volunteering opportunities • 10 VCS organisations supported
RISP 2: Employment Solutions	Tailored, holistic support provided by key workers to help develop basic skills and move people closer to or into employment. Costs are based on employing 2 team leaders and 9 officers.	168,051	564,949	733,000	<ul style="list-style-type: none"> • 300 people into employment or training
RISP 3: Ambition and Aspiration	Targeted and intensive support for young people, particularly those who are	30,025	122,475	152,500	<ul style="list-style-type: none"> • Work with at least 45 young people aged

Appendix 2 – Summary of proposals by theme

Project/programme	Description	Cost in £ (all revenue)			Anticipated Impact
		2023/24	2024/25	Total	
	<p>disengaged, to take up education, training and employment opportunities. Costs are based on 3 outreach workers.</p> <p>To note there are currently c88k young people (16-24) not in education, employment or training in Yorkshire and Humber and in Rotherham there are c300 young people in this cohort aged 16 and 17 alone.</p>				16-18, progressing at least 20.
RISP 4: Advance	Support for employees to improve their skills, gain qualifications and progress in or change their careers. The project can also help with retraining for staff facing redundancy. Costs are based on 1 manager, 1 officer and 3 advisers.	55,049	233,062	288,111	<ul style="list-style-type: none"> Engage with 166 individuals Qualifications/courses completed by 77 people
Children's Capital of Culture	Extend and expand the traineeship programme with further capacity building support for partners.	0	421,502	421,502	<ul style="list-style-type: none"> Creation of 40 paid traineeships for young people aged 16-25 Capacity building for 5 cultural and creative partners hosting traineeships

Appendix 2 – Summary of proposals by theme

Theme summary:

	Year 2 - 2023/24		Year 3 - 2024/25		Total	
	Cap	Rev	Cap	Rev	Cap	Rev
People and Skills						
First Step	-	46,139	-	71,263	-	117,402
Employment Solutions	-	168,051	-	564,949	-	733,000
Ambition and Aspiration	-	30,025	-	122,475	-	152,500
Advance	-	55,049	-	233,062	-	288,111
Children's Capital of Culture	-	0	-	421,502	-	421,502
Total	-	299,264	-	1,413,251	-	1,712,515
Allocation	-	280,589	-	1,383,815	-	1,664,404
Balance remaining	0	-18,675	0	-29,436	0	-48,111

Appendix 2 – Summary of proposals by theme

3. Communities and Place

Project/programme	Description	Cost in £ (revenue unless stated)			Anticipated Impact
		2023/24	2024/25	Total	
Children's Capital of Culture (CCoC)	<p>Further delivery of the CCoC programme with capacity building for cultural and creative partners and the CCoC team.</p> <p>This includes investment in existing and new events and festivals across the borough, building capacity in community organisations and groups and creating more resilient models for grass roots programmes.</p>	350,812	120,852	471,664	<p>Support for events including:</p> <ul style="list-style-type: none"> • Rotherham Show 2023, Children's Capital of Culture Area • Rotherham Loves Writing/Reading Celebration Event 2023 • Signals Music Festival 2024 • Rotherham 10k/athletics academy lead up events • Rother Valley/Gulliver's Family Festival • CCoC Launch Programme in Q1 2025
Open Arms Rotherham phase 2	Targeted, neighbourhood-based support and advice to respond to cost of living challenges and reduce social exclusion. This will be coordinated by Voluntary Action Rotherham and incorporates:	41,336	328,758	370,094	<ul style="list-style-type: none"> • 400 one-stop shop sessions • 2,400 people attending sessions • 300 socially excluded people engaged • 10 community venues supported

Appendix 2 – Summary of proposals by theme

Project/programme	Description	Cost in £ (revenue unless stated)			Anticipated Impact
		2023/24	2024/25	Total	
	<ul style="list-style-type: none"> • Ongoing delivery of fortnightly one-stop shop sessions in targeted neighbourhoods • Further development of community infrastructure, including development of community leaders 				<ul style="list-style-type: none"> • 10 community events held • 500 people attending events • 12 VCS organisations supported • 5 new groups established • 50 new volunteers
Reaching out across communities	Establishing local equality networks, to ensure that current and future interventions are informed by and effectively reach all of Rotherham's diverse communities.	40,000	60,000	100,000	<ul style="list-style-type: none"> • New networks established • Increased engagement and improved perception • 1 job created
Town centre events	Additional funding for the events programme to deliver a regular programme of events in the town centre to increase footfall	115,000	165,000	280,000	<ul style="list-style-type: none"> • 40% increase in footfall • 30% improvement in engagement • 25% improvement in perception of events
Visitor and leisure economy	Supporting the delivery of capital schemes across Rotherham, focused on major attractions, leisure, sport, aiming to increase visitor numbers, improve skills,	336,810 (capital)	731,899 (capital)	1,068,709 (capital)	Contributions to: <ul style="list-style-type: none"> • 26 fte jobs created • 30 fte jobs safeguarded

Appendix 2 – Summary of proposals by theme

Project/programme	Description	Cost in £ (revenue unless stated)			Anticipated Impact
		2023/24	2024/25	Total	
	<p>and encourage active and healthy lifestyles. This includes:</p> <ul style="list-style-type: none"> • Maltby Academy Trust creating a flexible facility for business incubation and training • Skills village at Gulliver's focused on young people gaining skills linked to the hospitality and leisure sector • Wentworth Woodhouse converting old stables to create a kitchen that would service a new café. <p>Note: as the available funding won't address the total shortfall for the schemes, it will be apportioned based on the requirement for each.</p>			<p>550,000 shortfall</p> <p>300,000 shortfall</p> <p>500,000 shortfall</p>	<ul style="list-style-type: none"> • 2 heritage buildings restored (Wentworth, Maltby) • 2,602m2 of new educational space created (Gulliver's, Maltby) • 15% increase in visitors/ audiences (Wentworth)
Active lives	Capital schemes to encourage active and healthy lifestyles, comprising the creation of two multi-use sports facilities (Playzones), drawing in an additional £240,000 funding from the Football Foundation.	0	80,000	80,000	<ul style="list-style-type: none"> • 2 local facilities created • 150 local events and activities supported

Appendix 2 – Summary of proposals by theme

Theme summary:

	Year 2 - 2023/24		Year 3 - 2024/25		Total	
	Cap	Rev	Cap	Rev	Cap	Rev
Communities and Place						
Visitor and Leisure Economy	336,810	-	731,899	-	1,068,709	-
Active Lives	-	-	80,000	-	80,000	-
Children's Capital of Culture	-	350,812	-	120,852	-	471,664
Town Centre Events	-	115,000	-	165,000	-	280,000
Open Arms Rotherham	-	41,336	-	328,758	-	370,094
Reaching Out Across Communities	-	40,000	-	60,000	-	100,000
Total	336,810	547,148	811,899	674,610	1,148,709	1,221,758
Allocation	336,810	420,883	811,899	518,931	1,148,708	939,814
Balance remaining	-0	-126,265	-0	-155,679	-1	-281,944

NB The capital allocation includes the year 1 underspend (£71,126) & rural communities allocation (£200k)

Appendix 2 – Summary of proposals by theme

4. Rural

Project/programme	Description	Cost in £ (capital)			Anticipated Impact
		2023/24	2024/25	Total	
Rural business grants	<p>A small grants programme for rural businesses.</p> <p>It is proposed that grants would be between £2,500-£12,499, with 50% match funding required. The two broad themes would be:</p> <ul style="list-style-type: none"> Rural micro and small enterprises <p>Funding for small scale investment, including net zero infrastructure for rural businesses and diversification outside of agriculture to encourage start up, expansion or scale up of businesses where this involves converting farm buildings into other commercial use.</p> <ul style="list-style-type: none"> Tourism and the visitor economy <p>Funding for developing and promoting the visitor economy, including local attractions, trails and tourism products more generally.</p>	80,000	120,000	200,000	<ul style="list-style-type: none"> 20 businesses receiving grants

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Appendix 3

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: UK Shared Prosperity Fund proposals – 2023/24-2024/25

Directorate: ACEX

Service area: Policy & Equalities

Lead person: Michael Holmes

Contact:
Michael.holmes@rotherham.gov.uk

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify: Spending Proposal

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

UKSPF is a three-year government-funded programme channelled through South Yorkshire Mayoral Combined Authority (SYMCA).

The primary goal of the fund is to build pride in place and increase life chances across the UK, aligning in particular with the following levelling up mission: 'By 2030, pride in place, such as people's satisfaction with their town centre and engagement in local culture and community, will have risen in every area of the UK, with the gap

between the top performing and other areas closing.’

This report provides details of proposed projects and recommendations for years two and three of the programme (2023/24 and 2024/2025) for submission to SYMCA.

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		

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?**

UKSPF will have a positive impact on equalities with £421,502 allocated for the Children's Capital of Culture to extend and expand the traineeship programme with further capacity building support for partners.

Furthermore over £1.2m is allocated for Rotherham integrated skills programme (RISP) providing 4 projects covering the journey from initial engagement with those hardest to reach, through sustainable employment and career progression.

- **Key findings**

A number of connected projects will provide seamless support to improve skills and employability. This will range from proactive engagement with people who are furthest away from employment to in-work help for those looking to advance their careers.

In light of the pandemic's impact on young people, a dedicated strand will address the multiple social, emotional and health barriers to learning and employment faced by some young people in Rotherham.

Two projects specifically focus on addressing inequalities, and so, from an equalities perspective, are the most impactful. These include:

RISP 1 (First steps), which entails proactive engagement with harder to reach individuals and groups, actively targets inequalities for those who have protected characteristics and work with specific cohorts to remove barriers, link them in with formal offers of support and increase opportunities.

£100,000 is set aside to reach out to reach out across our communities to ensure current and future interventions are informed by and effectively reach all of Rotherham's diverse communities.

- **Actions**

Ongoing coordination and oversight of Rotherham's UKSPF programme will continue to be carried out by Assistant Chief Executive's directorate, supported by an internal cross-service planning and delivery group comprising finance colleagues and lead officers for each project/theme. This oversight ensures protected characteristic groups mentioned above will receive their funding allocation and proposed projects will be delivered.

Date to scope and plan your Equality Analysis:	03/07/2023
Date to complete your Equality Analysis:	06/07/2023
Lead person for your Equality Analysis (Include name and job title):	Michael Holmes, Partnership Officer

5. Governance, ownership and approval

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

Name	Job title	Date
Steve Eling	Policy & Equalities Manager	06/07/2023

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	06/07/2023
Report title and date	UK Shared Prosperity Fund proposals – 2023/24-2024/25
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet 7 th August 2023
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	14 th July 2023

Appendix 4

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: UK Shared Prosperity Fund proposals – 2023/24-2024/25	
Date of Equality Analysis (EA): 06/07/2023	
Directorate: ACEX	Service area: Policy & Equalities
Lead Manager: Michael Holmes	Contact number: Michael.holmes@rotherham.gov.uk
Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other	
If other, please specify: Financial Proposal	

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)
Michael Holmes	RMBC	Partnership Officer
Levi Karigambe	RMBC	Policy Officer
Leonie Wieser	RMBC	Policy Officer
Steve Eling	RMBC	Policy & Equalities 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)

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.)

UKSPF is a three-year government-funded programme channelled through South Yorkshire Mayoral Combined Authority (SYMCA).

The primary goal of the fund is to build pride in place and increase life chances across the UK, aligning in particular with the following levelling up mission: 'By 2030, pride in place, such as people's satisfaction with their town centre and engagement in local culture and community, will have risen in every area of the UK, with the gap between the top performing and other areas closing.'

It will therefore affect the whole borough and thereby has considerable equalities impacts. By improving skills, employability and supporting businesses, as well as supporting cultural events for children, it has the potential to address inequalities and disadvantage in the population.

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

Rotherham has comparatively low skills, particularly at degree level, and struggles both to retain and attract graduates. Only 31.9% of working age people in Rotherham are educated to degree level or above, compared with 43.6% nationally (2021). Rotherham's overall young population (under 15) increased from 46,000 in 2011 to 47,100 in 2021 (a 2.4% increase).

Rotherham is a diverse borough, and the ethnic profile continues to change. Based on the 2021 census, the proportion of residents from black and minority ethnic (BME) communities increased from 8.1% in 2011 to 11.7% in 2021. Ethnic diversity is most evident amongst young people, as 20% of school age children were from a BME background (DfE 2021/22). The Pakistani community is the second largest ethnic group in Rotherham after white British.

42% of BME residents 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%. Rotherham is in the top 20% most deprived areas in England with 13,479

children living in “absolute poverty” in 2019/20 according to Department for Work and Pensions figures

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

Limited information is available on which protected characteristic groups take up existing employment support and skills support. With new local equality networks proposed, limited information exists on how successful current structures are regarding community groups and networks.

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

Ongoing coordination and oversight of Rotherham’s UKSPF programme will continue to be carried out by Assistant Chief Executive’s directorate, supported by an internal cross-service planning and delivery group comprising finance colleagues and lead officers for each project/theme. This oversight ensures protected characteristic groups mentioned above will receive their funding allocation and proposed projects will be delivered.

Individual projects will also collect equalities monitoring information, for example:
Open Arms

In Year 2 and 3 all equalities monitoring info will be collected. This will be reviewed at quarterly steering group meetings, with any changes required actioned at that point. If groups are under-represented additional sessions will be considered in new locations/within existing small group settings to raise awareness and encourage access to the existing 10 sessions. Cost-of-living and financial inclusion is a theme that cuts across protected characteristics, so we remain confident that the thematic approach is appropriate to engaging targeted communities.

The Launchpad project captures age, current employment status, ethnicity, nationally, gender and disability during the Initial Assessment process. This information has historically only been used for ERDF reporting at a regional programme level for impact assessment but moving forward it is planned to make the data usable for internal statistical analysis on RiDO’s CRM database.

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

Initial proposals for use of Rotherham’s UKSPF allocation were consulted on with Council directorates and external partners over the summer of 2022. External partners included Voluntary Action Rotherham (VAR) & Rotherfed.

VAR actively worked with different groups when forming their proposal for Open Arms Rotherham phase 2. This is the delivery of a fortnightly one-stop shop sessions in targeted neighbourhoods and further development of community infrastructure, including community leaders. VAR actively work with a diverse cohort of groups including:

	<ul style="list-style-type: none"> • United Multicultural Centre, Clifton Learning Partnership, Wah Hong, GROW (Giving Real Opportunities to Women,) YWCA (Young Women's Christian Association,) BME Young People and Carers group, Rotherham Parent/Carer Forum, AGE UK, Liberty Church, Barnardo's, The Rainbow Project and Speak Up. <p>VAR highlighted proposed projects will contribute to improved engagement with targeted communities, removing barriers, delivering directly in communities, and adding value.</p>
Engagement undertaken with staff (date and group(s) consulted and key findings)	Further discussions have been held with relevant services and partners to develop the proposed programme for years two and three.

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)

We hope that by our reaching out across communities project we will engage with more residents from across the borough, including those with protected characteristics to ensure they feel heard and they feel they are actively making a difference in areas where they live by being consulted on changes being made.

The Rotherham integrated skills programme (RISP), strand 1, will support our hardest to reach communities (which include our diverse BME communities) be supported to obtain sustainable employment and career progression.

Our children and young people will receive funding for the children's capital of culture programmes that include new events and festivals across the borough to explore various creative fields to maximise their true potentials.

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

No, UKSPF will have a positive impact on equalities with allocation of funds given to multiple protected characteristic groups and organisations.

As outlined above, projects have processes in place to monitor barriers. For example, the Launchpad project (as part of the business support strand) is targeted at all individuals looking to start or grow and early-stage business. The team works proactively with a network of organisations including Job Centre Plus to enable referrals for support,

ensuring the service is accessible to marginalised communities and provide an alternative career pathway. Due to an increase in such referrals, a dedicated workshop is being developed as an introduction to self-employment to better meet the needs of this group.

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

UKSPF will have a positive impact on equalities with £421,502 allocated for the children's capital of culture to extend and expand the traineeship programme with further capacity building support for partners.

Furthermore over £1.2m is allocated for Rotherham integrated skills programme (RISP) providing 4 projects covering the journey from initial engagement with those hardest to reach, through sustainable employment and career progression.

A proportion of the allocation (RISP 1, First Steps) goes to a project working with front-line groups to reach marginalised communities/protected characteristics and link them in with formal offers of support. The project will work through existing networks such as Befriending Providers Network (older people), the Mental Health Network (strong focus on BAME communities); and through targeted outreach direct to smaller groups. VAR have a membership of over 90 organisations working across the Borough, and with representation from all protected characteristics, ensuring we have reach. The project will work with the RMBC team to identify target groups and develop an action plan to reach them.

RISP 3 will work with disengaged young people to support them into employment or training.

Open Arms

The 10 identified areas for the community hubs targeted those areas with highest levels of deprivation according to data; correlating this with how much existing VCS/stakeholder support existed in those communities. Essentially the project was designed to target the most marginalised geographic communities. Our approach in Year 2, 3 involves engagement activities in the form of hyper-local community events. We are promoting the project directly to specialist organisations that work with protected characteristics, through existing networks and targeted outreach. For example – Age UK were granted additional funds through the Warm Welcome strand to ensure older people had additional support, and could feed into the hub sessions. The Warm Welcome strand also funded groups focussed on BAME, LGBT and Disability communities, ensuring they could link in with the Community Development strand and promote the offer. This promotion and connectivity of Open Arms sessions will continue throughout Year 2 and 3.

£100,000 is set aside to reach out to reach out across our communities to ensure current and future interventions are informed by and effectively reach all of Rotherham's diverse communities.

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)

By strengthening our engagement mechanism with our communities, we hope to create an avenue for our diverse communities to participate in public life by giving them a voice and channel to communicate change to their areas.

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: UK Shared Prosperity Fund proposals – 2023/24-2024/25
Directorate and service area: ACEX, Policy & Equalities
Lead Manager: Michael Holmes
Summary of findings:
A number of connected projects will provide seamless support to improve skills and employability. This will range from proactive engagement with people who are furthest away from employment to in-work help for those looking to advance their careers.
In light of the pandemic's impact on young people, a dedicated strand will address the multiple social, emotional and health barriers to learning and employment faced by some young people in Rotherham.
By establishing local equality networks, partners will ensure current and future interventions are informed by and effectively reach all of Rotherham's diverse communities.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor protected characteristic data from projects and who is being supported by funded projects	All	12/25
Use protected characteristic data to ensure underrepresented are supported and included across the lifespan of projects	All	12/25

*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
Steve Eling	Policy and Equalities Manager	14 th July 2023.

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	14 th July 2023
Report title and date	UK Shared Prosperity Fund proposals – 2023/24-2024/25 – Cabinet 7 th August 2023
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	14 th July 2023

Appendix 5

Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across Rotherham as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	Decreases emissions	N/A	<p>Emissions across Rotherham from businesses have the potential to be reduced through the sub-regional business support programme, which includes a strand focusing on low carbon support (£623,669 allocated over Years 2-3). This will include grants to help businesses reduce their energy usage and carbon emissions.</p> <p>Emissions may also be reduced through funding for small scale investment by rural businesses, including net zero infrastructure.</p>	N/A	Ongoing coordination and oversight of Rotherham's UKSPF programme will continue to be carried out by Assistant Chief Executive's directorate, supported by an internal cross-service planning and delivery group comprising finance colleagues and lead officers for each project/theme.
Emissions from transport?	Increases emissions	N/A	Delivery of schemes to invest in new events and to increase the scale and impact of events in Rotherham, as well the delivery of capital schemes to increase visitor numbers to local attractions, have the potential to increase emissions from transport as	Capital schemes under the programme include projects that to encourage active and healthy lifestyles, which may have an impact on promoting active travel within the borough.	See above.

			more people may use private transport to visit or make journeys within the borough.		
Emissions from waste, or the quantity of waste itself?	Increase in emissions		A small increase in waste and therefore emissions would be expected as a result of increased events and construction. It is recommended that waste management is considered as part of any events undertaken.		Assessment would be factored into the waste contractor's emissions calculations and unless collected by the Council would be recorded in the Borough calculations.
Emissions from housing and domestic buildings?	No impact on emissions				
Emissions from construction and/or development?	Increases emissions	The delivery of capital schemes, including improvements to Rotherham's business centres, playzones, and other schemes focused on major attractions, leisure and sport, will increase emissions by the Council and its contractors during construction and development.	There is likely to be an increase in emissions across Rotherham as a whole as a result of the delivery of the capital schemes.	N/A	See above.
Carbon capture (e.g. through trees)?	No impact on emissions				
<p>Identify any emission impacts associated with this decision that have not been covered by the above fields:</p> <p>Coordinating and enhancing social value activity has the potential to decrease emissions by increasing local spend and encouraging local supply through anchor organisations' procurement activity.</p>					

Please provide a summary of all impacts and mitigation/monitoring measures:

In Years 2 and 3, UKSPF programme projects will help Rotherham businesses to start up and grow, develop the skills our residents need to get a good job and progress in their careers, and provide targeted support to local communities in the face of cost of living and other pressures.

Some activity under the programme is likely to contribute towards a reduction in carbon emission locally, particularly with regard to projects Supporting Local Businesses investment priority which includes grants for businesses to help them reduce their energy usage and carbon emissions.

Activity under the programme which could contribute towards a potential increase in emissions includes the expansion of local events and the borough's visitor and leisure economy, aiming to increase visitor numbers and including a number of capital projects which will generate emissions during their construction and development.

Ongoing coordination and oversight of Rotherham's UKSPF programme will continue to be carried out by Assistant Chief Executive's directorate, supported by an internal cross-service planning and delivery group comprising finance colleagues and lead officers for each project/theme. This will include oversight of the above activity and associated emissions.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Laura Stapleton, Policy Officer Michael Holmes, Partnership Officer Policy, Performance and Intelligence, Assistant Chief Executive's Directorate
Please outline any research, data, or information used to complete this [form].	N/A
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	N/A

Tracking [to be completed by Policy Support / Climate Champions]	
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Public Report with Exempt Appendices
Cabinet

Committee Name and Date of Committee Meeting

Cabinet – 07 August 2023

Report Title

Rotherham Markets & Library Redevelopment

Is this a Key Decision and has it been included on the Forward Plan?

Yes

Strategic Director Approving Submission of the Report

Paul Woodcock, Strategic Director of Regeneration and Environment

Report Author(s)

James Green, Regeneration & Development Manager
01709 255837 james.green@rotherham.gov.uk

Ward(s) Affected

Boston Castle

Report Summary

This report details the proposed redevelopment of the Rotherham Markets Complex and new library, located in the town centre of Rotherham, including an update on progress to date, a summary of the proposals, delivery programme, and sequencing. The report also seeks authority to award an enabling works contract.

Recommendations

That Cabinet:

1. Note the progress to date on Rotherham Markets and Library redevelopment.
2. Approve the enabling works for the Rotherham Markets and Library development, as detailed in Appendix 2 of this report.
3. Delegate authority to the Strategic Director of Regeneration of Environment, in consultation with the S151 Officer and the Cabinet Member for Jobs and Local Economy, to award contract(s) for the works up to the values detailed in Appendix 2.

List of Appendices Included

- Appendix 1 Redevelopment Plan
- Appendix 2 Enabling works scope (exempt)
- Appendix 3 Consultation Summary
- Appendix 4 Equalities Impact Assessment
- Appendix 5 Carbon Impact Assessment

Background Papers

[Scrutiny Review Recommendations - Markets: Engagement and Recovery – 07 June 2022](#)

[Consultation on a New Library Strategy 2020 – 2025 Cabinet Report– 20 May 2019](#)

[Consultation and engagement on a Library Strategy and future service delivery model Cabinet Report – 20 January 2020](#)

[Recommendation from Cabinet – The new Library Strategy 2021 – 2026 and Action Plan for the Libraries and Neighbourhood Hubs Service – 11 November 2020](#)

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

An exemption is sought for (Appendix 2 – Enabling Works scope) under Paragraph 3 (Information relating to the financial or business affairs of any particular person (including the authority holding that information)) of Part I of Schedule 12A of the Local Government Act 1972 is requested as this appendix contains sensitive commercial information with regards to commercial agreements which could disadvantage the Council in any negotiations if the information were to be made public.

It is considered that the public interest in maintaining the exemption would outweigh the public interest in disclosing the information, as the parties' commercial interests could be prejudiced by disclosure of commercial information.

Rotherham Markets and Library Redevelopment

1. Background

- 1.1 Rotherham is a market town, a place with a long history and association with Market's since the 13th Century. As a result of this, the Market has played an important role in the development of the Town and helped forge its current identity and character.
- 1.2 Rotherham Markets has undergone a significant number of phases of development, reflecting the changing demands and requirements throughout its long history.
- 1.3 The current Rotherham Markets complex is among the most significant built infrastructure within Rotherham town centre, supporting 350 local businesses and a programme of events, street markets and themed markets.
- 1.4 This important site is currently under-utilised and its structure and layout acts as a barrier, rather than offering connection with the residential communities to the east of the town centre and the 3000+ student and academic population immediately adjacent to it.

Town Centre Masterplan

- 1.5 The redevelopment and repurposing of the Rotherham Markets Complex was identified as a key project in the adopted 2017 Rotherham Town Centre Masterplan (TCM).
- 1.6 The TCM acknowledges the important role the complex plays in the town centre, in addition to the long-standing aspiration of the Council to modernise and improve the facility. The Markets complex is further identified as requiring significant investment and modernisation to ensure it can provide for anticipated future demand in addition to continuing to perform its key role in the town centre as an economic and social activity hub.

New Central Library relocation

- 1.7 The emerging concept designs for the redevelopment of the Markets complex were adapted to incorporate a new Central Library following a comprehensive process to identify a suitable town centre location.
- 1.8 This proposed relocation was confirmed following the adoption of the Council's Library Strategy 2021 – 2026 in November 2020 after an 18-month programme of consultation and engagement.
- 1.9 To identify the best location for the new town centre library, a site assessment process was initiated in January 2019 and 12 new locations for a central library were considered. These options were evaluated taking into account key criteria such as cost; visibility; location; parking and capacity.

The process concluded that the preferred option was to relocate the central library to the site of the existing Guardian Centre, which is part of the Markets complex.

Design development

- 1.10 Following announcement of the Future High Street Fund (FHSF) in 2019, concept plans were further developed and costed to support the submission of a Council bid to redevelop Rotherham Markets and relocate the Central Library from Riverside House. The Council's FHSF bid, including a range of other TCM projects, was successful with over £8m secured towards the Markets & Library project. The Council allocated additional capital resource to the scheme in 2021, allowing the designs to be taken to the next stage of development.
- 1.11 The Council's Improving Places Select Commission undertook a review of Rotherham Markets and the emerging redevelopment proposals as reported at the meeting held 7 June 2022. A range of recommendations were made, with those relating to the redevelopment proposals identified below:
- *That the service avail case studies and resources available in the libraries of the National Association of British Market Authorities (NABMA) and the National Market Traders Federation (NMTF) to inform the strategic refresh of Rotherham markets.*
 - *In view of relevant expert advice in respect of sustaining a market during redevelopment works, that retaining traders through the redevelopment phase be considered top priority.*
 - *That any re-design of markets spaces duly consider usability and aesthetics, availing market research to optimise spaces for inclusiveness and accessibility, and to make the offer especially attractive to students and young people.*
 - *That consideration be given to how the redesign and operation of the market may best cater to the needs and interests of younger generations by strengthening links with Rotherham & North Notts (RNN) Group student populations and extending opportunities to new entrepreneurs through the Young Traders Scheme.*
- 1.12 Detailed designs were completed in mid-2022 in advance of the submission of a planning application. This planning application, RB2022/0881, was granted conditionally on 03 November 2022.
- 1.13 Alongside the determination of the planning application the Council undertook a procurement exercise to identify and secure a contractor under a two-stage design and build approach. Following a competitive process, Henry Boot Construction were appointed to finalise designs for the redevelopment and to confirm development costs based on these designs.
- 1.14 Technical designs were completed in June 2023 and a tender exercise is now underway, being led by Henry Boot Construction accessing their extensive supply base, with support from the Council. This process is programmed to be completed in September 2023, allowing for the preparation and consideration of a final construction cost to deliver the Markets Redevelopment.

Proposals summary

- 1.16 Appendix 1 provides an overview of the current redevelopment plans for the Rotherham Markets complex. This includes:
- A refurbished and modernised Indoor Market whilst maintaining the traditional Market atmosphere and current trading space.
 - A new centrally located food hub to accommodate independent food retailers with a large, shared seating area.
 - Demolition of the current Outdoor Covered Market canopy and substantial refurbishment works including the provision of a new roof, delivering an enclosed flexible space.
 - Delivery of a new Rotherham Central Library including a café, meeting rooms, flexible gallery space, and a maker's space.
 - Extensive improvements to all public realm surrounding the complex, including the delivery of a new tiered landscaping area opposite Rotherham College and a focal meeting point in the town centre at Market Square.
 - Provision of office and meeting space for potential use by the third sector and voluntary organisations.
 - Works to all public entrances enhancing accessibility and movement through the complex.

2. Key Issues

Delivery programme

- 2.1 The final elements of the redevelopment plans are currently being prepared, with a range of packages already out to market to allow for pricing and feedback from specialist subcontractors.
- 2.2 The delivery programme for the redevelopment has been developed to ensure the construction works are sequenced in the most efficient and effective way, requiring a mobilisation on site in September 2023. In order to establish and agree the most competitive contract sum with the Main Contractor, pricing from subcontractors for various works packages is ongoing. This exercise needs to be as accurate as possible to avoid variations to the overall cost and length of programme, to ensure the best value for money is delivered.
- 2.3 To facilitate this, it is proposed that an enabling works contract is prepared and agreed ahead of the main contract works, that allows project momentum to be maintained while final designs and costs are refined. The value of the enabling works contract will be taken off the final Contract Sum. This approach follows the same format as that implemented for the Forge Island development in the town centre.
- 2.4 The scope of the enabling works proposed is detailed further in Appendix 2 of this report, it is proposed they will comprise the following:

- Site set up including upper floors of adjacent building for site accommodation and welfare facilities. Site hoarding and access established.
- Service yard established on Eastwood Lane.
- Asbestos removal and demolition of Guardian Centre and installation of hoarding to Drummond Street.
- Works associated with adjusting and upgrading incoming services
- Outdoor Covered Market (OCM) – Services strip-out, slab strengthening and drainage repairs. Installation of new foundations and steel structure.
- Enabling Works Design Fees
- Up front orders for equipment to avoid inflation costs and/or lead-in that could be extensive.

Capital costs

- 2.5 As the design has advanced through more detailed phases, the cost plan for the redevelopment has evolved through several detailed iterations. The final cost plan will be presented to Cabinet (scheduled for November 2023) prior to full commencement of the main scheme.
- 2.6 Appendix 2 of this report, provided as an exempt document due to the commercially sensitive information within, details the costs for the proposed enabling works contract. Those costs are within the available budget for this approved project.

3. Options considered and recommended proposal

Option 1 – Award Enabling Works Contract (Recommended)

- 3.1 Awarding an enabling works contract ahead of a main contracts award is the recommended option. This will facilitate the current programme being achieved and therefore avoid unnecessary additional costs related to inflation and other market pressures.
- 3.2 The main risk considered with this approach, is the impact of delivering the proposed scope of enabling works on the Markets Complex and ability of impacted services if the main works do not proceed. It is deemed that the scope of works proposed would not harm the ability of the Markets service to carry out their responsibilities and the likelihood of the main works not being delivered is low due to the importance of the Markets and Library redevelopment within the Council's regeneration programme.
- 3.3 A further risk for consideration is elements of the enabling works scope being delivered that would be deemed surplus if the main works are subsequently not delivered. The proposed scope has been carefully considered and prepared to minimise items that would fall into this category; however it should be noted some are unavoidable. The perceived benefits of adopting the enabling works approach are deemed to outweigh the risks in this instance.
- 3.4 It is proposed that delegated authority is granted to the Strategic Director of Regeneration and Environment (R&E), in consultation with the Section 151

Officer and portfolio holder, to award the Stage 2 Enabling Works Contract with Henry Boot Construction Ltd in August 2023.

- 3.5 A further Cabinet report is scheduled for November 2023, regarding the decision to award the remaining Stage 2 Main Works contract based on the final Contract Sum.
- 3.6 This would be subject to Henry Boot Construction concluding a successful tendering exercise within their supply chain. This entails the full redevelopment of the Markets complex within the capital budget available.

Option 2 – Delay until Full Award (Not Recommended)

- 3.7 The alternative option considered is to wait until the final Contract Sum is known, before awarding the full Stage 2 Works Contract (including Enabling Works) at the November 2023 Cabinet to Henry Boot Construction.
- 3.8 This would result in a delay to mobilisation on site, estimated to be in the region of 3-4 months. A delay of this nature will result in increased costs being incurred to deliver the same full scope of works, due to inflationary and markets pressures resulting from an extended overall programme.

Option 3 – Do not proceed (Not Recommended)

- 3.9 If the Council does not proceed with the construction works, this would result in the non-delivery of the redevelopment project and the benefits highlighted in this report not being realised. The Markets complex is a Council owned asset, with responsibility sitting with the Council for the buildings general upkeep. The complex was constructed in 1971 and if the redevelopment project does not proceed, the Council will still be required to invest in the infrastructure on site or consider an alternative use for the complex moving forwards.
- 3.10 Failure to deliver the redevelopment of the Rotherham Markets Complex is considered to present significant risk to achieving the Council's wider regeneration aims for the Borough, notably the objective to provide a transformed and rejuvenated Rotherham town centre.
- 3.11 It is recommended therefore that Cabinet:
 - 1. Note the progress to date on Rotherham Markets & Library redevelopment.
 - 2. Approve the enabling works for the Rotherham Markets & Library development, as detailed in Appendix 2 of this report.
 - 3. Delegate authority to the Strategic Director of Regeneration of Environment, in consultation with the S151 Officer and the Cabinet Member for Jobs and Local Economy, to award contract(s) for the works and up to the values detailed in Appendix 2.

4. Consultation on proposal

- 4.1 Throughout the entire design period, extensive engagement has been undertaken on emerging proposals with a wide range of stakeholders including, with business currently operating and trading from within the Markets complex itself. A summary document detailing engagement is attached as Appendix 3.
- 4.2 Engagement with businesses operating within the Markets complex will continue through the redevelopment period with a range of relocations, both temporary and permanent, required to facilitate the planned works. Acknowledging this challenging and disruptive period, the Council has already approved a rent concession (as agreed as in the March 2023 budget report) of 50% for market traders to be implemented from the Summer of 2023 and to be continued throughout the construction programmes duration.

5. Timetable and Accountability for Implementing this Decision

- 5.1 Tender evaluation report and officer delegated decision to be prepared for approval in August 2023 to enter into the Stage 2 enabling works construction contract.
- 5.2 Construction activity for the enabling works identified in Appendix 2 to commence on site in September 2023.
- 5.3 Tender evaluation report and officer delegated decision to be prepared for Cabinet approval in November 2023 to enter into the Stage 2 main works construction contract.

6. Financial and Procurement Advice and Implications

- 6.1 As an update report there are no direct procurement implications. The award of the 2-Stage design and build contract to Henry Boot Construction included the enabling works as part of its scope and was undertaken in compliance with the Public Contracts Regulations 2015 (as amended) and the Council's own Financial and Procurement Procedure Rules.
- 6.2 The financial implications of the proposed enabling works contract are detailed within the exempt appendix and are contained within the approval Capital Programme budget for this project. As such there is no additional budget requirement as a result of the proposal to enter into the enabling works contract.

7. Legal Advice and Implications

- 7.1 As stated in the body of the report an appropriate and lawful procurement exercise has been undertaken in respect of 2-Stage design and build contract to Henry Boot Construction. A comprehensive contract in respect of the enabling works will be completed with the relevant contractor, specifying the Council's requirements.
- 7.2 Section 9D of the Local Government Act 2000 requires that all functions of a local authority are the responsibility of the executive unless otherwise specified in regulations. The discharge of functions in relation to the project set out in the

report are not specified within those regulations as to not be functions of the executive. Therefore, this is an executive power to be exercised by the Cabinet.

8. Human Resources Advice and Implications

8.1 There are no direct human resources implications arising from this report.

9. Implications for Children and Young People and Vulnerable Adults

9.1 There are no direct implications for Children and Young People and Vulnerable adults arising from this report.

10. Equalities and Human Rights Advice and Implications

10.1 A screening assessment and an Equality Analysis Form is attached.

10.2 Further consultation will be ongoing with protected characteristic groups to inform the operation and accessibility of the scheme and to monitor the ongoing equalities impact of the development.

11. Implications for CO2 Emissions and Climate Change

11.1 A carbon impact assessment is attached. The development is expected to achieve a BREEAM rating range from Good/Very Good and is located on a site that is within walking distance of the bus interchange, tram train and railway station.

12. Implications for Partners

12.1 There are no direct impacts from this decision on the delivery of services by partners. The delivery of the Rotherham Markets & Library scheme is widely seen as an important catalyst in regenerating Rotherham town centre and progress towards delivery is likely to be welcomed by partners

13. Risks and Mitigation

13.1 A comprehensive risk register has been prepared for this project and is monitored and updated by the Council's Building Design Team acting as Principal Designer for the redevelopment. Henry Boot Construction also maintain their own construction risk register that is shared with the Council, this focuses on programme and construction related challenges and mitigations. In addition the further risks are outlined in the Report above.

13.2 Impact on existing Council services operating on the current site is a considered risk with this decision. This risk will be mitigated through ensuring that the final scope of works included in the enabling works contract will not harm or impact the ability of the Markets service to carry out their responsibilities.

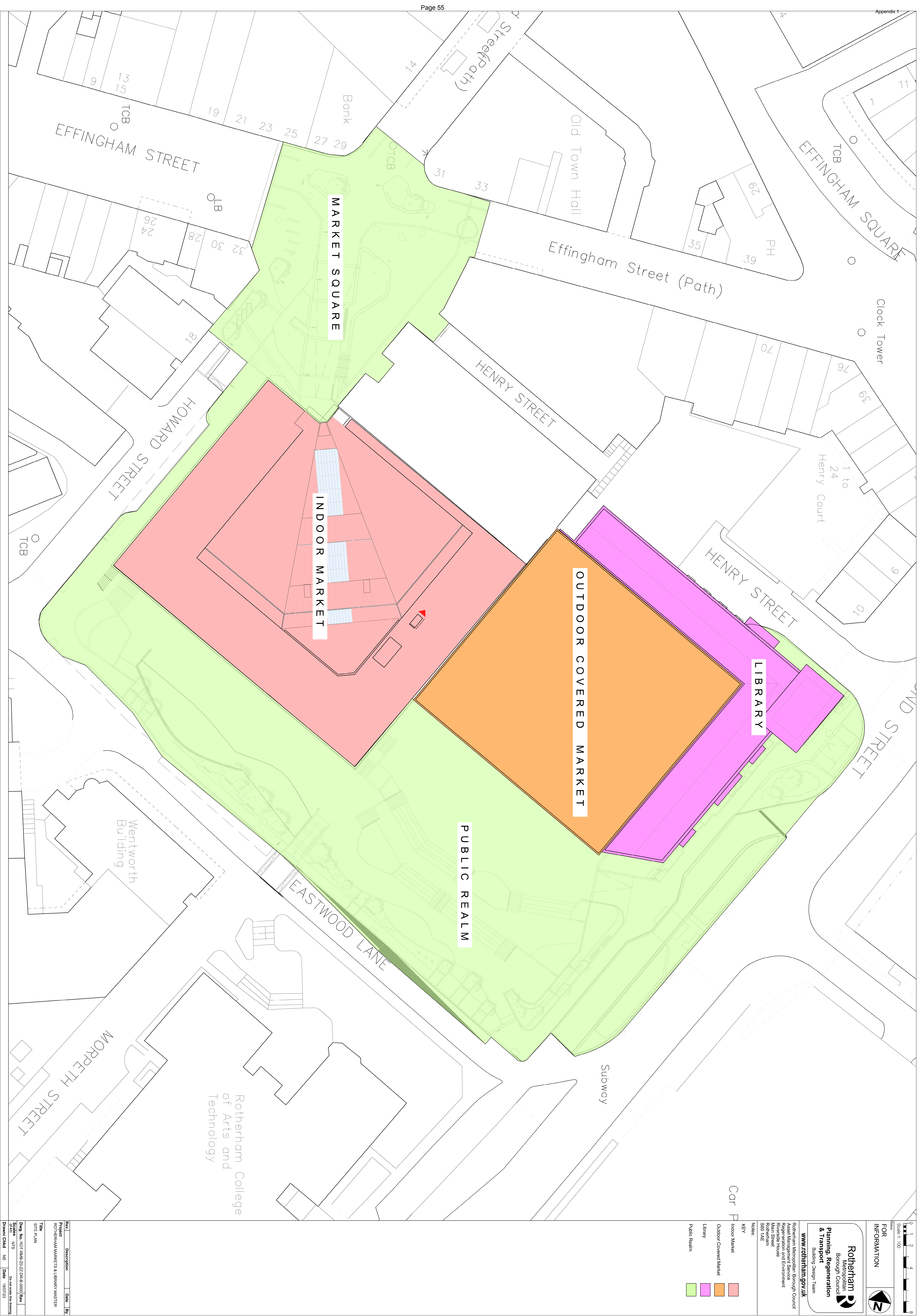
14. Accountable Officers

James Green, Regeneration & Development Manager

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp	24/07/23
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	21/07/23
Assistant Director, Legal Services (Monitoring Officer)	Phil Horsfield	21/07/23

Report Author: James Green, Regeneration & Development Manager
 01709 255837 james.green@rotherham.gov.uk
 This report is published on the Council's [website](#).



Rev.	Description	Date	By
	ROTHERHAM MARKETS & LIBRARY MASTER		
Title			
	SITE PLAN		
Dwg. No. R07-F03B-2D-ZZ-DR-E-0000			
Status	NTS	Do not scale this drawing	
Drawn/ Chkd	NS	Date	19/07/23

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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**TRANSFORMING
ROTHERHAM**

Markets Consultation & Engagement Summary 2018 - 2023

www.rotherham.gov.uk

Consultation Summary

The regeneration of Rotherham Markets and the Library is a key project in the Town Centre Masterplan.

This document sets out a summary of the chronological order of engagement activities that have taken place with stakeholders, to seek their views on the proposals for the markets redevelopment.

As part of the consultation process, key stakeholder groups have been identified and the most effective methods of engagement agreed.

The consultation methods used include:

- Meetings with local businesses
- Public information events
- Press releases
- Website
- Emails
- Online survey
- Social media posts
- Workshops
- 1 to 1 sessions with businesses

From the numerous consultation events and activities held, a wide range of people have been actively engaged and have provided their views on the markets redevelopment plans.

Aim of the consultation

- To seek stakeholder views on the proposals for the markets redevelopment and inform future decision making, providing a sense of ownership
- To ensure that all different sections of the community were allowed the opportunity to participate in the consultation process
- To ensure that the consultation process and redevelopment plans are viewed as open and transparent

The following table outlines a summary of all consultation and engagement undertaken. Any comments and feedback are recorded in the Markets Consultation & Engagement Overview 2018-2023.

Engagement Log				
Date, Location & Attendance	Audience	Purpose	Method of Communication	Feedback
29 th May to 15 th July 2018	Customers and visitors to the town centre and markets	Exhibition boards were displayed with information on the history of Rotherham Market and how the current site has developed was presented alongside questions asking for feedback on what the next stage should comprise	The exhibition was advertised online via various social media platforms, as well as printed materials delivered to market traders and placed around the Markets. Also advertised in the local press and on local radio	All comments and feedback recorded
6 th November 2019, University Centre Rotherham. There were 11 students in total aged between 17-19 years old	Rotherham College students focus group	To seek the opinions/ideas of college students in the town centre at an early stage in the town centre/markets redevelopments and find out what, in their view, the town centre needs now and going forward	Rotherham College management team arranged the meeting around students availability	Images/ plans and drawings of the proposals for the Markets and public spaces were shown to the group and feedback provided and recorded
6 th November 2019, RAIN Building, Eastwood Lane. 6 attendees	RAIN Building business occupants focus group	The RAIN building will be demolished as part of the markets redevelopment. Occupants were invited to discuss the proposed plans and layout of the new community hub which will be built as part of the proposed new library, to ensure they meet with the businesses needs and requirements	Letters sent to businesses confirming the meeting	Officers presented the latest images and plans to the group and feedback was provided and recorded
15 th November 2019, Riverside House. 2 attendees	RMBC Cultural Services	To discuss how cultural services can feed into the concept market designs	Outlook meeting invitation	Officers presented the latest images and plans to the group and recorded the feedback received

21 st November 2019, Riverside House. 2 attendees	RMBC Utilities Team	To discuss how Estates can feed into the concept market designs and discuss the current and future set up for utilities within the Markets	Outlook meeting invitation	Officers presented the latest images and plans and recorded the feedback received
2 nd December 2019, Tesco Extra, Drummond Street. 1 attendee	Tesco Store Manager	As a large corporate business, Tesco are a key business who may be able to help support the redevelopment and the changes planned for around the markets may have an impact on Tesco.	Outlook meeting invitation and follow up phone call	No negative impacts identified on their business operations. Very supportive of plans and keen to see the redevelopment of the Markets
3 rd December 2019, Riverside House. 1 attendee	Halifax Bank Branch Manager, Howard Street branch	Halifax Bank is adjacent to the works which are planned for the site including Market Square. The works may have an impact on the site so consultation is vital in helping improve the access and safety in and around the branch	Outlook meeting invitation and follow up phone call	Supportive of the redevelopment and keen to work together to explore solutions to identified issues
9 th and 10 th March 2020, Rotherham Town Hall. 20 attendees	Market traders	To ensure all concerns, needs and feedback is taken on board so the redevelopment goes forward positively, while maintaining good relationships with the market traders	Letters hand delivered to market traders providing details of the meeting	Officers presented the latest images and plans and recorded the feedback and comments made
10 th March 2020. 6 stakeholders contacted	RMBC stakeholders contacted: Planning Policy, Conservation, Transportation Infrastructure Service,	A planning pre-application was submitted for the developing context to confirm that the emerging proposals were acceptable from a planning perspective,	Email	Overall the proposed scheme is supported and would be a welcome enhancement to the town centre. The response from Planning and all contacted stakeholders was positive, several documents required to support the

	Landscape Team, Land Contamination Officer and Drainage Team	including the views of several key stakeholders		final planning application for the development have now been identified and will be prepared accordingly
w/c 19 th July 2021. 8 business with premises on Eastwood Lane, Market Place and Drummond Street were engaged with	Businesses within the markets complex that fall within the Estates Team Portfolio – Relocation Interest	To provide information to businesses that are identified for demolition within the current proposals, so impacts deemed greatest	Letters outlining the redevelopment plans hand delivered to each business and informal discussions took place with Estates Team representatives	Responses received from all businesses contacted, results to be incorporated into the wider schedule of tenants maintained by the Markets Project Team and a relocation plan / options to be prepared
Friday 3 rd to Sunday 5 th September 2021, Rotherham Show. Although a record of how many people visited the stand was not recorded, over 80,000 people were expected to attend the show over the 3 days	Members of the public visiting Rotherham Show	Public information event to showcase the updated markets redevelopment plans to visitors attending Rotherham Show.	Details of the consultation included in the Rotherham Advertiser w/c 25 th August, social media posts and town centre e-newsletter. Pop-up banner stands on display at the show and leaflets handed out to the public outlining the Town Centre regeneration schemes, including the markets	The majority of feedback was positive with visitors keen to hear about the redevelopment plans
Monday 1 st to Friday 5 th October 2021, Rotherham Indoor Market stall, Tuesday Street Market stall and stand on Effingham Street	Members of the public and market traders	Public information event to showcase the updated redevelopment plans	Details of the consultation included in the Rotherham Advertiser w/c 25 th August, social media posts, town centre e-newsletter and posters distributed to town centre businesses for display in the lead up to the events	The majority of feedback was positive with visitors keen to hear about the redevelopment plans. Comments and feedback recorded

Tuesday 19 th and Thursday 21 st October 2021, Rotherham Indoor Market seating area. 24 businesses attended on 19/10/21	Market traders and businesses within the markets portfolio	To update on the plans and hold in-depth discussions on the whole concept and delivery programme before wider public consultation	Leaflets outlining details of the consultation event hand delivered to each trader as well as formal letter distributed to all traders registered email addresses using database maintained by the Markets Team	Comments and feedback recorded
Wednesday 27 th October 2021, Rotherham Indoor Market seating area	All market traders and businesses within the Estates Team	Face to face workshops to update on the plans and hold in-depth discussions on the whole concept and delivery programme before wider public consultation	Leaflets outlining details of the consultation event hand delivered to each business as well as formal letter distributed to all traders registered email addresses using database maintained by the Estates Team	Identified the need to continue to provide clear communications with businesses within the Estates team portfolio on the redevelopment programme and implications. This will be led by the Estates Team
20 th March 2022, Town Hall, Improving Places Select Commission (IPSC)	Council Members of the IPSC and rep from the NMTF (National Market Traders Federation)	To showcase and raise awareness of the updated redevelopment plans and offer a Q&A session	Email sent to all members outlining the meeting	Recommendations made by the IPSC recorded
6 th to 20 th June 2022, Online public consultation with 295 responses	Accessible to anyone	Online platform for visitors to provide feedback on the proposed designs for the markets and library	Advert promoting the online consultation included in the Rotherham Advertiser w/c 8th June, social media posts, town centre e-newsletter and leaflets and posters distributed to town centre businesses for display in the lead up to the survey going live	The results and feedback from the online consultation will be fed into the designs of the project

14-16 th June 2022 On street consultation in the Town Centre. Over 200 people attended over the 3 days	Members of the public and businesses	Consultation on the new markets and library redevelopment design	Advert promoting the consultation included in the Rotherham Advertiser w/c 8th June, social media posts, town centre e-newsletter and leaflets and posters distributed to town centre businesses for display in the lead up to the events	Feedback was positive with visitors interested in the redevelopment plans. Comments and feedback recorded
Saturday 3 rd to Sunday 4 th September 2022, Rotherham Show. Approximately 1,000 people visited the stand over the 2 days	Members of the public visiting Rotherham Show	Public information event to showcase the updated markets redevelopment plans to visitors attending Rotherham Show	Details posted on social media, town centre e-newsletter and posters distributed to town centre businesses for display in the lead up. Leaflets handed out to the public outlining the Town Centre regeneration schemes, including the markets	The majority of feedback was positive with visitors keen to hear about the redevelopment plans
Thursday 23 rd and Tuesday 28 th February 2023, Indoor Market. 17 indoor market traders attended on 23 rd February and 7 in total on 28 th February	Indoor market traders	Face to face meeting with indoor market traders to update on the plans for the markets redevelopment delivery programme, and book 1:1 meetings with each trader to discuss their requirements	Details sent by letter to each trader on 26 January 2023. This was then followed up with an in-person visit to each trader w/c 6 February 2023 where leaflets were handed out with a reminder about the meetings on 23 and 28 February 2023	Comments and feedback recorded and any queries to be followed up
Tuesday 7 th March and Friday 17 th March 2023, Indoor Market. 15 businesses met on 7 th March and 14 on the 17 th March	Indoor market traders	One to one meetings arranged with all indoor market traders following the consultation sessions on 23 rd and 28 th February, providing traders with an opportunity to discuss their requirements when they relocate to the temporary market	Each business confirmed their appointment at the traders meetings on 23 rd and 28 th Feb, with follow up visits made to confirm they would be attending	Comments and feedback recorded and any queries to be followed up

Friday 10 th March 2023, Teams meeting online. 3 attendees	RiDO Officers and the Deputy Chief Executive Officer of Rotherham College (RNN Group)	To provide an update on the plans for the markets redevelopment delivery programme	Email sent to arrange a meeting following a request from Tracey for an update on the plans for the market	Discussed working closely with the college and involving students in the redevelopment where possible. Agreed to meet later in 2023 for a further update to be provided
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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: Rotherham Markets and Library Redevelopment

Directorate:
Regeneration and Environment

Service area:
Markets and Libraries
Boston Castle

Lead person:
James Green

Contact number: 01709 255837

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

Renovation and redevelopment of Rotherham Markets, relocation of the Central Library and improvement works to the surrounding public realm.

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

Redevelopment and repurposing of the Rotherham Markets Complex, new Central Library relocation and public realm improvements, delivering key components of the Rotherham Town Centre Masterplan 2017.

Previous public and stakeholder consultation for the Town Centre Masterplan and the Cultural Strategy identified a need to improve the cultural and leisure offer within

Appendix 4

Rotherham town centre. This involves improving the proximity and connectivity between key amenities, upgrading the quality of the built environment and delivering inclusive access to the different facilities on offer. The scheme, together with the Forge Island development, will regenerate the town centre, creating new economic opportunities through well designed, lower carbon and inclusive spaces. This will have spill over effects for the wider town.

Bringing together the library, markets, food hall, citizens advice service and gallery/ event spaces on one site will provide the potential to increase footfall and in turn help support and sustain the future of the library service and the market. It will also provide the opportunity for the library and markets to work closely together in order deliver a more compelling offer to a wider range of residents and visitors.

The aim of the scheme is to provide a safe, welcoming and accessible environment freely open to all which encourages participation, creativity and mutual learning and support. This will be enhanced through more collaborative working internally and externally with partners and services such as the markets, colleges, local schools, voluntary organisations, to ensure that all needs are captured.

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,		X

Appendix 4

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>		
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		

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 aim of the project is to increase use of the markets, library, the public realm and the wider town centre, to create accessible, thriving spaces through inclusive, community-led facilities. Throughout the entire design period, extensive engagement has been undertaken on emerging proposals with a wide range of stakeholders.

Following an 18-month programme of consultation and engagement, the Library Strategy 2021 – 2026 was adopted by the Council on 11th November, 2020. A key priority detailed within the Strategy was to create a new library for the town centre. Following this a design brief was created through information collected by RMBC's libraries team on current uses, and ways to improve the service so that more people can benefit from the services on offer.

The project is being designed with the service users fully in mind, through assessing and accommodating wherever possible, the requirements of different groups.

For the design of the markets, extensive consultation has been undertaken with businesses currently operating and trading from within the Markets complex itself (see Appendix 1).

Engagement with businesses operating within the Markets complex will continue through the redevelopment period with a range of relocations, both temporary and permanent,

required to facilitate the planned works. Acknowledging this challenging and disruptive period, the Council has already approved a rent concession of 50% for market traders to be implemented from the Summer of 2023 and to be continued throughout the construction programmes duration.

- **Key findings**

Despite the library at Riverside House delivering a good service, highly-valued by existing customers, borrowing and physical visits never recovered following the transfer of location from Walker Place in 2012. The relocation resulted in an immediate 31% reduction in the number of annual visits to the central library. Relocation to be part of a wider cultural hub will create more of a destination, with better public transport links, and walking and cycling routes. Schools and a number of community groups are located in the Eastwood area, which is convenient for the new site.

The Council's Improving Places Select Commission undertook a review of Rotherham Markets and the emerging redevelopment proposals as reported at the meeting held 07 June 2022. A key finding of this was:

That any re-design of markets spaces duly consider usability and aesthetics, availing market research to optimise spaces for inclusiveness and accessibility, and to make the offer especially attractive to students and young people.

For both services the aim is to provide spaces for different groups to meet, fostering a sense of community. There will be opportunities to host a range of events in the new facilities. This will positively benefit community cohesion within the town centre.

- **Actions**

Our key action is to undertake a Part B Equality Analysis Form which will consider the following:

- Further consultation with traders and community groups around the design of spaces and sequencing of construction works.
- Make reasonable adjustments to the design of the building and public realm in line with the Equality Act, and Part M of Building Regs.
- Disabled access during construction process – maintaining clear pathways and keeping noise and disturbance to a minimum
- On completion, marketing of the facilities and dissemination of information to be fully accessible.
- Maintain the rent concession throughout the construction phase, to encourage businesses to stay.
- Request Equal Opportunities statements from all partners (ie Developer, Construction Firm)

Appendix 4

Date to scope and plan your Equality Analysis:	09/06/23
Date to complete your Equality Analysis:	30/06/23
Lead person for your Equality Analysis (Include name and job title):	James Green Regeneration and Development Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Tim O'Connell	Service Manager, RIDO	11/05/23

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	09/05/23
Report title and date	
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	15/05/23

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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: Rotherham Markets and Library Redevelopment	
Date of Equality Analysis (EA): 10/07/23	
Directorate: R&E	Service area: RiDO
Lead Manager: James Green	Contact number: 01709 255837
Is this a: <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> 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)
James Green	RiDO	Regeneration & Development Manager
Eleanor Bainbridge	RiDO	Project Manager
Tanya Shvab	RiDO	Project 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.)

Redevelopment and repurposing of the Rotherham Markets Complex, new Central Library relocation and public realm improvements, delivering key components of the Rotherham Town Centre Masterplan 2017.

Previous public and stakeholder consultation for the Town Centre Masterplan and the Cultural Strategy identified a need to improve the cultural and leisure offer within Rotherham town centre. This involves improving the proximity and connectivity between key amenities, upgrading the quality of the built environment and delivering inclusive access to the different facilities on offer. The scheme, together with the Forge Island development, will regenerate the town centre, creating new economic opportunities through well designed, lower carbon and inclusive spaces. This will have spill over effects for the wider town.

Bringing together the library, markets, food hall, citizens advice service and gallery/ event spaces on one site will provide the potential to increase footfall and in turn help support and sustain the future of the library service and the market. It will also provide the opportunity for the library and markets to work closely together in order deliver a more compelling offer to a wider range of residents and visitors.

The aim of the scheme is to provide a safe, welcoming and accessible environment freely open to all which encourages participation, creativity and mutual learning and support. This will be enhanced through more collaborative working internally and externally with partners and services such as the markets, colleges, local schools, voluntary organisations, to ensure that all needs are captured.

Key Stakeholders are:

- Market Traders (both indoor and outdoor)
- NMTF Committee
- Market Customers
- Library Service Users
- Markets Staff (Council employees)

- Library Staff (Council employees)
- Neighbouring Businesses (including Council leaseholders)
- Facilities Management
- RMBC Staff

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

Contextual information from a range of sources, including the 2011 and 2021 Census, [Population – Rotherham Data Hub](#) and the Council Plan consultation, is provided below.

Population

- Between the last two censuses (held in 2011 and 2021), the population of Rotherham increased by 3.3%, from around 257,300 in 2011 to around 265,800 in 2021.
- The population is ageing; People aged 65 years or over comprise 19.6% of Rotherham's population, which is a higher proportion than 18.6% across England and Wales.
- Rotherham's BAME population is concentrated in the inner areas of the town whilst the outer areas were 96% White British in 2011. 42% of BAME residents 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 age and gender profile of the town centre population is set out below:

Age range	Male	Female	TOTAL
0-15	248	221	469
16-29	380	303	683
30-44	464	280	744
45-64	364	159	523
65+	124	119	243
All Ages	1,580	1,082	2,662

Health and Wellbeing

- The percentage of people who identified as being disabled and limited a lot in Rotherham decreased by 2.10% between 2011 (12% 29,080) and 2021 (9.9%, 26,115). In 2021, 11.40% (30,065) were identified as being disabled and limited a little, compared with 11.20% (27,520) in 2011. In England, the percentage of people who identified as being disabled and limited a lot was 2.40% lower than Rotherham. Overall, the percentage of disabled residents, both limited a lot and a little was lower in England (17.70%) than in Rotherham (21.30%), with a difference of 3.6%.
- In the Council Plan consultation, 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).

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.
- In the consultation for the Council Plan, 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%).

Consultation

The Town Centre Masterplan has been subject to wide consultation with business and stakeholder groups. A public event was held in All Saint's Square on 28th June 2017 attended by 75 people over the course of the day. Feedback was wide ranging but there was a clear desire to see improvements in the town centre including a stronger leisure offer to serve the needs of local people who currently needed to travel to other centres to access facilities. The consultation also highlighted safety and the management of anti-social behaviour as important priorities.

Further consultation included a meeting with Rotherham Older People's Forum at Talbot Lane Methodist Church which highlighted a need for new developments to be older person friendly, to include more seating with and provide easy level access wherever possible and with good connections to public transport. Consultation with the Looked After Children's Council focused on the need for things to do in the town centre and the importance of creating a safe environment. The consultation emphasised a cinema as being an important attraction that is missing from the town centre offer for young people.

Rotherham Sight and Sound group were consulted on public realm proposals in the town centre on 16th January 2020. The group highlighted the importance of design in ensuring public spaces are accessible including the choice of materials, surface finishes, improved lighting and accessible seating

Our Rotherham, Our Borough consultation and engagement to inform the new Council Plan took place from 9th August to 19th September 2021 to seek the views of Rotherham residents and other local stakeholders. The consultation included focused groups, short interactions, online and postal survey and Rotherham Show, with over 1,300 interactions taking place in total across all methods of engagement

The short interactions and focus groups aimed to make up some of the engagement gaps, by engaging stakeholders working with some of the groups whose views were underrepresented in the survey, and those sharing protected characteristics.

Throughout the whole consultation and engagement, a common theme was a desire to see Rotherham town centre vibrant, flourishing, clean, safe and attractive to all. There were many suggestions as to how this may be achieved including incentives such as free parking, reduced rents to encourage a wide range of shops and businesses, improved

safety and security measures in certain areas, plus investments made to attract families with children, and young people into the town centre.

Linking to messages concerned with the town centre, retaining business and encouraging trade and industry into the area, were responses concerned with local jobs for local people. Street scene matters were also frequently mentioned for the town centre and across the borough.

Many expressed a desire for a wider range of “decent” shops, more activities for families with young children, and greater accessibility for disabled and those with sensory impairments.

Of the children and young people consulted, young people wished for Rotherham town centre to be a place that people want to visit, for there to be more shops, activities, and places for young people to go. They also spoke about wanting to feel safe and secure in the town centre.

Results from the Rotherham Residents Survey comprising a sample of 503 adults who were polled between 8th and 22nd June 2021 showed that 24 per cent of respondents felt ‘very optimistic’ or ‘fairly optimistic’ about the future of Rotherham town centre (as they did about the future of the wider borough. Forty-one per cent of respondents were not optimistic at all about the town centre, slightly more than in the previous survey. People aged 25-34 years were most likely not to be optimistic at all, whilst young people aged 18-24 years were the most optimistic. Low skilled workers were notably more optimistic than professional and managerial workers.

Specific Library and Markets Consultation

The aim of the project is to increase use of the markets, library, the public realm and the wider town centre, to create accessible, thriving spaces through inclusive, community-led facilities. Throughout the entire design period, extensive engagement has been undertaken on emerging proposals with a wide range of stakeholders.

Following an 18-month programme of consultation and engagement, the Library Strategy 2021 – 2026 was adopted by the Council on 11th November 2020. A key priority detailed within the Strategy was to create a new library for the town centre. Following this a design brief was created through information collected by RMBC’s libraries team on current uses, and ways to improve the service so that more people can benefit from the services on offer.

The project is being designed with the service users fully in mind, through assessing and accommodating wherever possible, the requirements of different groups.

For the design of the markets, extensive consultation has been undertaken with businesses currently operating and trading from within the Markets complex itself.

Engagement with businesses operating within the Markets complex will continue through the redevelopment period with a range of relocations, both temporary and permanent, required to facilitate the planned works. Acknowledging this challenging and disruptive period, the Council has already approved a rent concession of 50% for market traders to

<p>be implemented from the Summer of 2023 and to be continued throughout the construction programmes duration.</p>	
<p>Are there any gaps in the information that you are aware of?</p> <p>No- All groups responded, and a wide selection of views gathered. Where individual market traders have been unresponsive to consultation events we have followed-up one-on-one to gather their views and respond to any concerns.</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>As the Markets/ Library complex is a run by Council, service delivery is continually monitored.</p> <p>The Council plans to recommission an annual Town Centre survey, to monitor activity including market use and access concerns.</p>	
<p>Engagement undertaken with customers. (Date and group(s) consulted and key findings)</p>	<p>29/05/2018-15/06/18 Indoor Market exhibition</p> <p>Rotherham Markets: Past, Present and Future Exhibition comments</p> <ul style="list-style-type: none"> • Reduce the rents and get more people to trade • Better signage and opening up the front • More Parking • Visible security • Proper lighting • Repair and improve the roof • Changing spaces needed with adequate room • Free short stay vehicle access – disability and collection • Opening times to reflect modern needs – i.e., opening later • Encouragement of e-business – purchase via web • Public food court • Provide other reasons to visit i.e., sports centre, health centre, learning and education uses. • School stalls and community stalls given for free, pop-up style • Integration of postal service facility for businesses • More choice of stalls • New flooring, air conditioning • More and improved access to top level • Meeting places • Market should be more accessible for everyone, the main entrance could be easier as it is quite a slope, perhaps some kind of escalator which could accommodate wheelchairs.

	<ul style="list-style-type: none"> • More events • Modernise stalls, better entertainment • Keep lower indoor market, concentrate on that, and make street market twice weekly, Tuesday and Saturday. <p>06/11/2019- Town Centre - Student Focus Group Markets:</p> <ul style="list-style-type: none"> • Food hall with <ul style="list-style-type: none"> ○ a variety of foods ○ healthier options ○ street food ○ cultural foods ○ Arcades and games • More stalls choice • More green spaces • Playgroup (for parents to leave kids as they shop) • Improvements to crossing from college (Eastwood Bldg) to markets • Events – festivals • Better social area – USB points • Breakfast places – open earlier? • Wi-Fi <p>06/11/2023- Occupants of the RAIN Building – Carer's Corner, NHS Mental Health, Credit Union</p> <p>Officers presented the latest options,</p> <ul style="list-style-type: none"> • option 1 two individual buildings, larger space available for both Library and Community Hub • option 2 adjoining buildings, smaller space available for both Library and Community Hub <p>Feedback on design options presented:</p> <ul style="list-style-type: none"> • The smaller building will not have enough space to accommodate all of the services currently in the RAIN Building and so would likely only hold the Citizens Advice Rotherham. • Issue would then be where to accommodate the displaced services. • The current set up has an operational requirement for 15 of the small meeting rooms to deliver the services offered. • There is no room for growth, something they have aspirations for in the future. • Security/health & safety issues raised with the design, they did not approve of having meeting rooms on a floor where there is no reception or office staff presence.
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	<ul style="list-style-type: none"> • It is not essential for the Credit Union to have their own reception, a shared reception for the building would work. • All tenants will require a street presence regarding signage. <p>Option 1 is the preferred option.</p> <p>09/03/2020 and 10/03/20 – Market Traders with Design Team</p> <ul style="list-style-type: none"> • Queries raised on the level of rent that will be expected. Comment made that rents need to be competitive. • Traders suggested a temporary market on the street. • Discussion on food ensued as to whether it should be distributed throughout units or in one location, such as an oasis. • Officers advised of the intention to connect the indoor and outdoor market with a food court area for seating. • Traders queried whether there would be a reduced number of stalls? Officers advised that they should be of similar number. • Traders raised the issue of inconvenience during the course of the works, that they would incur costs. • Traders raised the issue of social media and the absence of any presence of the market on social media. Also, social media gave an adverse impression of the town centre out of hours, providing adverse press. • Traders suggested that young people were scared to come into the town centre and this needs to be addressed by RMBC. • Traders identified, and attendees agreed, that the library had been relocated to the wrong place out of the town centre, and that the relocation into the town centre and thus it's inclusion in the scheme was understandable. <p>03/09/2021 - 05/09/2021- Gazebo at Rotherham Show (approx. 750 people across 3 days). Public information event to showcase the updated markets redevelopment plans.</p> <p>01/10/2021 – 05/10/2021 Indoor Market Stall public information event (Approx. 200 people reached)</p>
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	<p>09/03/2021 and 10/03/21 – Market Traders with Design Team</p> <p>Public information event to showcase the updated redevelopment plans.</p> <p>19/10/2021 and 21/10/21 – Market Traders with Design Team Workshops</p> <p>Key questions raised by traders:</p> <ul style="list-style-type: none"> • Will there be a financial package available for traders while works are ongoing? Will be reflected in leases and rent reductions • What will happen to the food retailers on the ground floor? The food retailers will be put together in one area. Will speak to each individually • What sizes will the stalls be, will they provide market dividers to split the units up and allow stock display? To be decided • Can the empty space in the markets be used to build the new stalls and traders move into and continue trading? • Will there be options to trade elsewhere? • Will storage of goods be provided? • Will the lifts and stairs remain in the same place? • Will the permitter units be redeveloped? • Will the fronts and signage change for everyone? • If cladding is being added will the markets be lit better? <p>06/06/22-20/06/22 – Online survey with 295 responses</p> <ul style="list-style-type: none"> • 125 comments made which included: feeling safe and secure is priority, more free parking, additional seating, better access to library, more shops, better food offer, study space in library, more themed markets and events <p>14/06/22-16/06/22 – On-street consultation</p> <p>(approx. 200 attended)</p> <ul style="list-style-type: none"> • Fruit trees should be planted • Charge for toilets to reduce ASB • More events
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	<ul style="list-style-type: none"> • Gallery exhibition space would be useful to work with the college <p>03/09/22-04/09/22 – Gazebo at Rotherham Show to share information and respond to queries Over 1,000 people attended</p> <p>23/02/23 and 28/02/23 – Indoor Market Traders Consultation</p> <p><i>What about specific requirements for i.e., cafes</i> Council will support businesses moving and plans will be put in place for specific businesses like cafes, food outlets and butchers etc. including water and drainage etc.</p> <p><i>On the moving day, how will you compensate businesses?</i> Can discuss the move individually with businesses and look at specific details</p> <p><i>What will happen with the trader's car park?</i> Council looking to put temporary arrangements in place for parking as it will be out of action for a while. Will maintain loading and access for traders though</p> <p><i>Will there be advertising to let the public know about the relocation?</i> Marketing will be undertaken including signage, social media and adverts etc.</p> <p><i>Footfall already falling off now</i> <i>Some traders not happy as some people are paying £50 per week. Everyone should pay the same.</i> Officers clarified that all traders will get access to the 50% off rent deal, not including existing concessions.</p> <p><i>When the redevelopment is finished, will the rents increase?</i> No plans to. Intention is to keep the same as they are currently.</p> <p>07/03/23, 17/03/23 and 11/04/23, 19/04/23 – One-on-one meetings with stall holders</p> <p>36 businesses attended</p> <p>07/06/23, 12-13/06/23 – visits to market units: 66 stalls covered, spoke to 40 traders</p>
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Engagement undertaken with staff (date and group(s) consulted and key findings)	Markets and Libraries Service staff have been key stakeholders in the decision-making process throughout the development of this project, including at the various Working Groups and the Markets Board.
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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)

Careful consideration has been given to the needs of a broad range of people including those with protected characteristics who will use the Markets/ Library for purposes outlined below to ensure that the proposed development promotes social inclusion:

- Customers for the Markets
- User-groups for the library
- Visitors using the public realm
- Markets and Library staff
- People using the neighbouring commercial units and wider town centre.

Feedback from consultations has been considered by the design team and aspects of the design have been developed in response to these considerations to ensure that all people have free access to use the scheme:

- Creation of accessible routes to all of the different functions of the development, suitable for all pedestrians, wheelchair users and people with prams or buggies.
- Accessible routes around the site during construction wherever possible.
- Providing pictogram signs that reinforce the routes through the site for people with difficulties in reading text
- Providing appropriate lighting, recognised tactile surfacing and sufficient contrast between floor and wall surfaces for people with visual acuity difficulties

In response to specific concerns raised by existing Market Traders:

- Maintain affordable rents to retain existing Market Traders and protect their livelihoods.
- Ensure car parking is maintained in a safe, well-lit area
- Improve welfare facilities for Traders

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

The project is intended to create an inclusive, safe and welcoming environment for all users of the space. The project intends to bring together diverse groups within the community and provide spaces for exchange.

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

The project will address accessibility concerns with the current site, where access ramps are non-compliant with building regs.

The Indoor Market complex is currently in a poor condition, with damaged flooring and non-contrasting surfaces which do not create an accessible space. The redevelopment will address these issues, making a safe, accessible space for all.

All other areas of the scheme will be fully compliant with Building Regs and provide greatly improved public realm for the diverse communities that visit the town centre, to enjoy.

By maintaining affordable rents, the existing market traders will be retained to the extent possible.

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)

The project is expected to help foster improved community relations, with a wider range of services available to groups, and improved accessibility to the site.

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: Rotherham Markets and Library Redevelopment
Directorate and service area: R&E RiDO
Lead Manager: James Green
Summary of findings:
<p>Consultation has been undertaken with a diverse range of stakeholders. This includes Market Traders, Library Staff, and users of these services. This represents individuals of differing age ranges, individuals from different ethnic/religious groups and traders/businesses within the local area. This consultation involved activities such as events, focus groups, workshops and online questionnaires in order to gain a wide-ranging reach, accessibility in relation to engagement and multiple opportunities for community feedback.</p> <p>This approach has informed the redevelopment scheme design from inception through to construction, where feedback has been captured and taken into account to improve the design wherever feasible.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Ongoing consultation with market traders and community groups around the design of spaces and sequencing of construction works.	All	Ongoing
Designs of the buildings and public realm make reasonable adjustments in line with the Equality Act, and Part M of Building Regs. Improve the main entrance ramp which does not comply with Building Regs as is. Provide appropriate	A, D	09/23

lighting, recognised tactile surfacing and sufficient contrast between floor and wall surfaces for people with visual acuity difficulties		
Working with the main contractor to ensure disabled access during construction process – maintaining clear pathways and keeping noise and disturbance to a minimum	A, D	03/26
On completion, marketing of the facilities and dissemination of information to be fully accessible	All	04/26
Request Equal Opportunities statements from all partners (i.e., Main Contractor	All	09/23

*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
Tim O'Connell	Service Manager, Rotherham Investment and Development Office	11/07/23

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.

Appendix 4

Date Equality Analysis completed	10/07/23
Report title and date	Rotherham Markets and Library Redevelopment
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	11/07/23

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Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across Rotherham as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	<p>Increases emissions during construction.</p> <p>Reduces emissions during operation.</p>	<p>The final development will reduce emissions from the operation of the Council-led Markets and Libraries services.</p> <p>The development will refurbish the 1970s indoor market, extending its useable lifespan and improving environmental performance, such as more effective passive heating/ cooling.</p> <p>The existing outdoor market and surrounding buildings will be demolished and rebuilt, resulting in an increase in emissions during construction. In operation the new buildings will generate less emissions than the existing.</p>	<p>Overall effect on emissions from non-domestic buildings across the borough is too complex to estimate. Main emission benefits have been accounted for in this document.</p>	<p>The design brief for the buildings includes measures to maximise energy efficiency and reduce emissions including for example BREEAM rating and travel plans, low energy lighting, passive heating/ cooling and thermal efficiency. Renewable energy is being studied.</p> <p>Through reusing existing structures where possible and upgrading functionality, significant carbon emission savings will be made.</p>	<p>The main contractor will ensure compliance with all building regs and relevant legislation. This will be monitored by RMBC.</p> <p>During the award and construction stages regular workshops will be held to ensure the entire design and construction teams know the responsibilities in terms of BREEAM scoring.</p> <p>After completion and handover further client/ construction team liaison will be required for items such as seasonal commissioning which should be a targeted credit in terms of both BREEAM but also energy in use during all times of the year. Post occupancy</p>

					reviews and measurement/targeting of energy use will also assist.
Emissions from transport?	<p>Increases emissions during construction.</p> <p>Reduces emissions during operation.</p>	During the construction phase, there will be an increase in traffic and machinery on site, having an impact on emissions.	The site is well connected to public transport links. The public realm will be revitalised to encourage walking and cycling. We envisage the revitalised and better-connected library site and public realm will reduce reliance on cars for shopping and leisure.	<p>The site is within walking distance of the bus interchange, tram train and railway station and the design brief for the scheme will include consideration of measures to enhance pedestrian connectivity with key arrival points including public transport nodes across the town centre.</p> <p>Active travel will be built into the scheme, including cycle parking and facilities.</p>	<p>The main contractor appointed will be required to abide by standards to minimise emissions.</p> <p>Once in operation, RMBC may monitor active travel more generally and the impact of the project on this.</p>
Emissions from waste, or the quantity of waste itself?	<p>Increases emissions during construction.</p> <p>No impact on emissions during operation.</p>	Increased emissions due to demolition, site clearing works and waste from construction.	Increased emissions due to demolition, site clearing works and waste from construction.	<p>Waste Management Plan to be prepared and be in place as part of planning condition requirements before operations on site can commence and impacts experienced.</p> <p>In line with Part H of building regs., waste will be kept to a minimum,</p>	As above the main contractor will be responsible for compliance, which will be monitored by RMBC.

				<p>with reuse and recycling wherever possible.</p> <p>Reuse of the existing indoor markets building reduces waste significantly compared with new construction.</p>	
Emissions from housing and domestic buildings?	No impact	N/A	N/A	N/A	N/A
Emissions from construction and/or development?	<p>Increases emissions during construction.</p> <p>Reduces emissions during operation.</p>	<p>The proposed construction works will have a direct impact on emissions. This includes, traveling to site, operation of vehicles on site, operation of any other vehicles needed to construct/dig proposed components, and the use of local power generation (generators) until permanent power is available.</p> <p>The embodied energy required to produce construction materials will increase emissions.</p>	The works will be designed to minimise the impact on the town centre and surrounding areas, including reuse of existing buildings where possible and sustainable/ low-carbon design.	<p>Compliance with relevant building regs will ensure emissions and waste are kept to an absolute minimum.</p> <p>The proposal for the redevelopment of the Central Library aspires to achieve BREEAM Very Good and has achieved this ambition at the design stage pre-assessments.</p> <p>Renewables are being studied for viability as part of the scheme.</p>	RMBC will monitor works and ensure that the main contractor is complying with all relevant regulations and BREEAM targets.

Carbon capture (e.g. through trees)?	No impact	The final development arrangement does not have any impact		The development will provide new soft landscaping and planting, but not significantly increase carbon capture.	Captured through Borough/Region wide indicators and monitoring – no site-specific monitoring proposed.
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Identify any emission impacts associated with this decision that have not been covered by the above fields:

The information in this Appendix will be updated as the more detailed design is developed and agreed.

Please provide a summary of all impacts and mitigation/monitoring measures:

The scheme is designed to promote a healthier and more active Rotherham town centre, with improved public realm, landscaping and leisure spaces. By reusing the existing indoor market building and improve its environmental performance, the waste and emissions related to demolition and rebuild have been prevented for this part of the development. The new buildings will ensure much improved energy efficiency in the operation of the library, gallery/event space and café.

We will ensure emission reducing measures are implemented wherever feasible in the design, construction, operation and maintenance of the building and public realm.

When appointed, the main contractor will be responsible for compliance with relevant building regs and other relevant legislation, which RMBC will monitor carefully.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Eleanor Bainbridge, Project Manager, Regeneration and Environment
Please outline any research, data, or information used to complete this [form].	Stage 3 design information
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	
Tracking [to be completed by Policy Support / Climate Champions]	Tracking Reference: CIA114 Arthur King Principal Climate Change Officer Strategic Asset Management Regeneration & Environment

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Appendix 1: Overview and Scrutiny Management Board –Work Programme 2022-23

Meeting Date	Agenda Item
14 June 2023	Pre-decision School Accessibility Strategy Finance Update Multiply Programme
5 July 2023	Equality, Diversity and Inclusion Annual Report (2022/2023) Council Plan 2022-2025 and Year Ahead Delivery Plan Progress report Financial Outturn report Draft O&S Annual Report Scrutiny Review Recommendations – impact of selective licencing O&S Draft Work Programme
NEW 2 August 2023	UK Shared Prosperity Fund Years 2 and 3 Rotherham Markets and Libraries Redevelopment
13 September 2023	July 2023/24 Financial Monitoring Report Safer Rotherham Partnership Annual Report. (TBC) Pre-decision tbc
DATE TBC (late Sept)	Children Commissioner's Takeover Challenge – meeting with Youth Cabinet
11 October 2023	Pre-decision tbc
15 November 2023	Medium Term Financial Strategy Update Complaints Annual Report (TBC) Pre-decision tbc
13 December 2023	Council Plan 2022-2025 and Year Ahead Delivery Plan Progress report Housing Revenue Account Rents and Service Charges TBC HRA Business Plan

Meeting Date	Agenda Item
16 January 2024	Pre-decision tbc
21 February 2024	Budget and Council Tax Report 2023/24 Pre-decision tbc
13 March 2024	Climate Change Action Plan and Annual Report Social Value Annual Report Pre-decision tbc
10 April 2024	Pre-decision tbc

Items for Scheduling

Review Activity	
Autumn 2023	Spotlight Review Byelaws/Life saving equipment
Visits/meetings to be arranged	Cost of living pressures Focus on energy efficiency; financial inclusion; crisis food support (specifically social supermarkets); school uniform (working with the Youth Cabinet); and communications, awareness and targeting
Commencing Autumn 2023	Spotlight Review Consultation and Engagement (agreed at meeting of 14 December 2022)
Summer 2023	The Impact of the Pandemic in Rotherham (Report from the Director of Public Health)