

## 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.

<b>Directorate:</b>	<b>Service area:</b>
<b>Lead person: Simeon Leach</b>	<b>Contact number: 01709 823828</b>

### 1. Title: Market's Improvement Plan

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

To run a number of new markets in the Outdoor Covered Market area, including.

**Anything New**

**Second-hand**

**Baby and children's clothes and goods**

**Bakers, Crafters and Makers**

There will also be a charge on using the public toilets in the Markets, although the disabled toilets will remain free of charge.

### 3. Relevance to equality and diversity

Questions	Yes	No
Does the activity have implications regarding the accessibility of services to the whole community?	X	
Is there an impact for an individual or group with protected characteristics? (Discrimination, harassment or victimisation of individuals with protected characteristics)	X	
Have there been or likely to be any public concerns about the policy or proposal?	X	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect the Council's workforce or employment practices?		X

If you have answered **no** to all the questions above please 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 prior to carrying out an **Equality Analysis**.

Considering equalities 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 and use the prompts for guidance.

- **How have you considered equality and diversity?**

(**think about** the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

We have considered whether the charging for use of the toilets will impact on certain groups, including pregnant women, parents with children and disabled people.

- **Key findings**

(**think about** any potential positive and negative impact on different equality

characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

- Access to the toilets will be restricted if people do not have the correct money.
- Market traders have been consulted over charging for use of the toilets, with a pretty even split between those supporting it and those opposed.
- There have been issues with anti-social behaviour in the toilets, which it is hoped that charging for access will reduce/stop.

• **Actions**

(think about how you will promote positive impact and remove/reduce negative impact)

- Access to the disabled toilet will still be free, through use of a radar key.
- Further work will be carried out to identify how access to the toilets can be made easier for those groups with protected characteristics, identified above.

Date to scope and plan your Equality Analysis:	30 <sup>th</sup> November 2019
Date to complete your Equality Analysis:	31 <sup>st</sup> December 2019
Lead person for your Equality Analysis (Include name and job title):	Simeon Leach Economic Policy and Partnerships 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	Head of RiDO	16 <sup>th</sup> October 2019

**6. Publishing**

This screening document will act as evidence that due regard to equality and diversity has been given. If an Equality Analysis is not required the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance (to include contact) and will be published along with the relevant report.

A copy of **all** screenings should also be sent to [Zaidah.ahmed@rotherham.gov.uk](mailto:Zaidah.ahmed@rotherham.gov.uk) For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	16 <sup>th</sup> October 2019
<b>If relates to a Key Decision - date sent to</b>	N/A

<b>Cabinet</b>	
<b>Date screening sent to Equalities Officer Zaidah.ahamed@rotherham.gov.uk</b>	16 <sup>th</sup> October 2019

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