

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: Hope Fields COVID-19 Memorial Garden

**Directorate:
Regeneration & Environment**

**Service area:
Culture Sport & Tourism**

**Lead person:
Leanne Buchan**

**Contact number:
01709 822056**

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The design and development of COVID-19 memorial garden at Thrybergh Country Park which is known as Hope Fields.

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

Have there been or likely to be any public concerns regarding the proposal?

A detailed public consultation involving a diverse range of groups in particular ethnic minorities who experienced higher rates of mortality through the COVID-19 pandemic, faith leaders and disabled users who have specific access requirements (via the Ramblers Accessibility Assessment) have been undertaken. The consultation was supportive of the designs which incorporate wider paved areas for better disability access and plans for future volunteering as BAME groups in particular expressed and interest in ongoing engagement with the project.

Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?

Hope Fields is part of an existing asset within the Green Spaces service and has

therefore not involved in the procurement of any land or buildings and all commissions have been undertaken in line with procurement guidelines. An open call for artists to create memorials sculptures and features for the project was undertaken offering opportunities to a wide range of artists.

Could the proposal affect the Council’s workforce or employment practices?

The memorial garden will be cared for and maintained by the existing staff team and volunteers and does not involve a change to contracts or displace any members of staff.

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?**

We know that BAME groups have been more adversely affected by loss throughout the pandemic and the consultation has paid particular attention to this group through open workshops and discussions and consultation with faith leaders to ensure that it provides and appropriate spaces for all communities and cultures. Country Parks can also sometimes be difficult to access for users with physical disabilities due to the nature of the landscape but Thrybergh Country Park is relatively flat with easy access from the car park to the main site and wide paths to accommodate wheelchair users. Additional paths and landscaping within the garden itself has been increased to allow greater access.

• **Key findings**

The emotive nature of the site and its purpose has drawn great interest from a number of community groups including those with protected characteristics. Following the launch of the site at the end of March 2021 the service will work with the Council’s Volunteer Coordinators to ensure specific and tailored opportunities for ongoing engagement with the project.

• **Actions**

The service will undertake the following actions:

- Regular volunteer activities for both specific and mixed groups. Hope Fields has a focus on mental health and restoration and as such it may be more appropriate for volunteer days to be focused around a specific group alongside a programme of open volunteering days.

<ul style="list-style-type: none"> An annual accessibility survey will be undertaken by the Ramblers Group who offer a bespoke service assessing the physical access of different sites. Hope Fields is designed as a living garden and as such will change with time and seasons so an annual survey will the team to make any adjustments as the garden settles. 	
Date to scope and plan your Equality Analysis:	27 th March 2021
Date to complete your Equality Analysis:	27 th March 2022
Lead person for your Equality Analysis (Include name and job title):	Kevin Burke, Countryside and Ecology Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Leanne Buchan	Head of Creative Programming & Engagement	22 nd February 2021

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	22 nd February 2021
Report title and date	Hope Fields COVID-19 Memorial Garden
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	N/A

<p>Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk</p>	
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