

## 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.

|   |                                      |
|---|--------------------------------------|
| <b>1. Title</b>   |                                      |
| <b>Equality Analysis title: Heritage at Risk Strategy and Register</b>  |                                      |
| <b>Date of Equality Analysis (EA): 25/1/2021</b>  |                                      |
| <b>Directorate: Regeneration &amp; Environment</b>  | <b>Service area: Planning Policy</b> |
| <b>Lead Manager: Ryan Shepherd, Senior Planner</b>  | <b>Contact number: 01709 823888</b>  |
| <b>Is this a:</b><br><input checked="" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b><br><br><b>If other, please specify</b> |                                      |

**2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance**

| Name          | Organisation | Role<br>(eg service user, managers, service specialist) |
|---------------|--------------|---|
| Jon Bell      | RMBC         | Assistant Conservation Officer                          |
| Ryan Shepherd | RMBC         | Senior Planner  |
| Andy Duncan   | RMBC         | Planning Policy 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.)

The Heritage at Risk Register has no implications for equality or diversity as this simply records the condition of heritage assets.

The Heritage at Risk Strategy provides a clear, consistent and effective plan, setting out the actions which the Council will take to reduce the number of assets at risk and achieve the repair and restoration of assets which would otherwise be lost.

The Heritage at Risk Strategy has implications for all members of the community as it sets out the actions which the Council will take where assets at identified as being at risk. This has implications for those owning or responsible for the upkeep of heritage assets which are identified as being at risk, who could be from any part of the community. There are no direct equality or diversity implications as the actions which may be taken are based on the condition of assets and will apply equally to all owners or those responsible for buildings regardless of their characteristics.

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

None. Those engaged with as part of implementing the strategy will be dependent on the specific assets identified as being at risk, and will change over time as the register of assets at risk is updated.

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

No

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

The Council will seek to work with owners and those responsible for the upkeep of heritage assets at risk in the first instance, prior to taking further action. Engagement at this stage would provide opportunity to monitor the impact of the policy on those with protected characteristics.

There is potential for a positive impact for the wider community as the Heritage at Risk

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| <p>Strategy will ensure that actions are taken to reduce the number of heritage assets at risk and preserve them for the enjoyment of all. This will therefore be of benefit to all members of the community regardless of any protected characteristic.</p> |  |
| <p><b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b></p>   | <p>There is no requirement in legislation to consult on the preparation of a Heritage at Risk Strategy or Register. In implementing the strategy, the Council intends to contact all of those responsible for heritage assets identified as being at risk.</p> |
| <p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>  | <p>In preparing the Heritage at Risk Register discussions took place with Asset Management to highlight Council owned assets identified as being at risk and the potential implications going forward.</p>   |

**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)

The Heritage at Risk Strategy has implications for all members of the community as it sets out the actions which the Council will take where assets are identified as being at risk. There are no implications for any specific protected characteristic group. The Council will seek to work with owners and those responsible for the upkeep of heritage assets at risk in the first instance, prior to taking further action. This will provide an opportunity to take account of the specific circumstances in each case in determining the appropriate action to take.

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

No.

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

There is potential for a positive impact as the Heritage at Risk Strategy will ensure that actions are taken to reduce the number of heritage assets at risk and preserve them for the enjoyment of all. Ultimately this will be of benefit to all members of the community.

**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)

There is potential for a positive impact on community relations as the Heritage at Risk Strategy will ensure that actions are taken to reduce the number of heritage assets at risk and preserve them for the enjoyment of all. This will therefore be of benefit to all members of the community.

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

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| <b>Title of analysis: Heritage at Risk Strategy and Register</b>  |
| <b>Directorate and service area: Regeneration &amp; Environment; Planning Policy</b>  |
| <b>Lead Manager: Ryan Shepherd, Senior Planner</b>  |
| <b>Summary of findings:</b>   |
| The Heritage at Risk Strategy has implications for all members of the community as it sets out the actions which the Council will take where assets are identified as being at risk. There are no implications for any specific protected characteristic group. The Council will seek to work with owners and those responsible for the upkeep of heritage assets at risk in the first instance, prior to taking further action. This provides an opportunity to take account of the specific circumstances in each case in determining the appropriate action to take. |

| Action/Target   | State Protected Characteristics as listed below | Target date (MM/YY) |
|---|---|---------------------|
| <b>In implementing the Heritage at Risk Strategy, monitor the impact of the policy on those with protected characteristics as part of engagement with the owners or those responsible for the upkeep of assets at risk.</b> | <b>All</b>                                      | <b>01/2022</b>      |

\*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 |
|------|-----------|------|
|      |           |      |
|      |           |      |

## 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](mailto: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.

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| <b>Date Equality Analysis completed</b>   | 25/1/2021  |
| <b>Report title and date</b>  | Heritage at Risk Strategy and Register 19/7/2021 |
| <b>Date report sent for publication</b>   | TBC  |
| <b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> | 12/3/2021  |