

APPENDIX 1

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 CYCLING STRATEGY 2021

Directorate:
Regeneration and Environment

Service area: Transportation
Infrastructure

Lead person: Andrew Moss

Contact number: 01709 822968

Is this a:

Strategy / Policy **Service / Function** **Other**

If other, please specify

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

The Rotherham Cycling Strategy is a document setting out the Council's aims and objectives to maintain its existing cycling network and to outline how it intends to expand, maintain and operate the cycling network for the benefit of road users.

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?**

The report seeks approval to consult on the Council's draft cycling strategy; arrangements will be made to ensure that key road user groups especially those representing protected characteristics for people experiencing mobility constraints, the elderly and the young will be consulted.

When the strategy is formally adopted at a later stage it will result in infrastructure schemes being delivered and programmes of activity (education and safety training for example) being commissioned. It is proposed that all schemes will receive an Equality Screening and where deemed necessary will progress to a full Equality Assessment. This will ensure all schemes are designed and constructed to take account of the needs of all road users.

The public consultation did not raise issues with adoption of the strategy from an equalities perspective. However, the response to the consultation was relatively small, and relatively unrepresentative of Rotherham's population. Self-reported demographic data suggested significant underrepresentation of groups with protected characteristics including women, the young, the elderly, those with disabilities and people other than white British ethnicity. This does mean there is a level of uncertainty in respect of equality impacts of implementation of the strategy. Therefore, additional text is included in the strategy to be adopted, recognising this weakness and the need for further work as works pursuant to the strategy are developed to ensure these works are designed and constructed to take account of the needs of all road users.

- **Key findings**
Age (older people)

Population forecasts indicate that the number of older people in the Borough is set to increase in the future.

Older people can encounter physical barriers, such as trip hazards from uneven surfaces, crossing busy roads, and difficulties boarding and alighting buses and using steps at railway stations. The report does not focus specifically on this group as a range of ability levels exist within it. The strategy does reflect a background duty on infrastructure scheme designers to ensure all road user needs are accommodated wherever possible. This ensure the type of obstacles older people encounter on the

highway are identified and addressed where feasible to do so.

Age (younger people)

Access to school and appropriate crossing points on busy roads may have a higher impact on younger people. Cycling on the local road network presents very specific risks for young people. The strategy outlines the work the council will be doing to provide education programmes for young people and also cycle training.

Disability

The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the transport needs of people with disabilities are wide-ranging and require numerous solutions when planning and developing accessible road safety schemes.

Both national and local data acknowledges that transport issues have a significant impact on the lives of people with disabilities. Disabled people tend to travel and drive cars less often than the rest of the population. In fact the most common mode of travel for people with disabilities is as a car passenger. People with disabilities can also experience problems in using public transport, with issues such as inaccessible bus stops, stations, and vehicles. The strategy contains a section outlining the Council's current and future engagement with the Wheels for All initiative which aims to improve availability of cycling for disabled people.

Race/Ethnicity

The Race Relations (Amendment) Act 2000 places a general duty on public authorities to actively promote race equality. The Council's own practices recognise that there is a need for equality of access to information and services.

Gender

Evidence from national surveys indicates that women in general have less access to cars than men, and are more likely to use public transport. Women also undertake more supervising journeys than men, whether this is with young children or as a carer.

The Equality Act places a legal duty on local authorities to eliminate unlawful harassment or discrimination, and to promote equality between men and women. In terms of road safety, this includes considering the needs of escort journeys with young children.

Sexual Orientation

There is no evidence available to suggest that there are specific transport access needs with regards to sexual orientation.

- **Actions**

Undertake Equality Impact Assessments on larger schemes as they are developed.

Date to scope and plan your Equality Analysis:	10 th February 2021
Date to complete your Equality Analysis:	10 th February 2021
Lead person for your Equality Analysis (Include name and job title):	Andy Shearer, Engineer.

5. Governance, ownership and approval

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

Name	Job title	Date
Andrew Moss	Interim Head of Transport Infrastructure	10/02/2021

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	10th February 2021
Report title and date	Rotherham Cycling Strategy 2021-22
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	24 th January 2022
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	11 th February 2021