

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: Regeneration Projects: Business Cases	
Directorate: R&E	Service area: RiDO
Lead person: Lorna Vertigan	Contact number: 07748 142833
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify: Process to sign off Business Cases for Town Deal and Levelling Up Fund regeneration projects.	

2. Please provide a brief description of what you are screening
One of the conditions in the Town Deal Heads of Terms is <i>“Public Sector Equalities Duty (PSED) and other assessments: Rotherham Borough Council will undertake programme-wide level impact assessment, relevant project-level impact assessment to meet their Public Sector Equalities Duty as well as carry out relevant Environmental Impact Assessments.”</i>
Equality Impact Assessments have been conducted for each of the projects in preparation for the completion of full Business Cases by June 2022.

This delegation report refers specifically to sign off of the Business Cases and the submission of the Summary Document which in itself does not have any impact.

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

This report refers specifically to the sign off of Business cases and the submission of a summary document to Government. In itself this does not have any impact. Impacts related to projects are captured in individual assessments contained in the Business Case appendices.

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?**

In relation to projects early consultation was carried out in the preparation of the Town Investment Plan and captured in the Business Cases and their accompanying assessments. Full consultation plans are in development.

- **Key findings**

Widespread consultation and engagement with communities, including protected characteristic groups, directly informed the TIP, and equality implications were considered at this stage.

In the process of developing full business cases, equality implications have been considered and will be further captured through full consultation.

- **Actions**

As outlined above, where appropriate, detailed equality analyses will be completed for individual projects to assess the equality implications and identify mitigating actions.

Date to scope and plan your Equality Analysis:	October 2021 onwards as projects developed
Date to complete your Equality Analysis:	June 2022
Lead person for your Equality Analysis (Include name and job title):	Lorna Vertigan – Strategic Regeneration Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Simeon Leach	Economic Strategy & Partnerships Manager	23 rd October 2022
Tim O'Connell	Head of RiDO	23 rd October 2022

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	23/06/22
Report title and date	Town Deal: Approval of 4 x Full Business Cases & Submission of Summary Documents to DLUHC
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Delegated Officer Decision
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	23/06/22