

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.

1. Title	
Equality Analysis title: Riverside Residential Quarter	
Date of Equality Analysis (EA): 19 th May 2022	
Directorate: R&E	Service area: RIDO
Lead Manager: 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 Implementation of the Town Deal and Levelling Up funded acquisition of land and property within the riverside residential quarter.	

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 (eg service user, managers, service specialist)
Lara Thornton	Counter Context	Comms & Consultation advisor
Dave Mason	Rotherham Borough Council	Town Centre housing delivery
David de Sousa	AHR Architects	Lead Architect/Designer

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope

Town Deal and Levelling Up will contribute to the next phase of the diversification of the town centre through the creation of a new residential quarter adjoining the river. This project specifically refers to acquisition of land to facilitate new housing development and the creation of a riverside walk.

The acquisition in itself is not thought to have any specific equalities impacts, however the development and implementation of housing and improved infrastructure in this area will. With that in mind this assessment refers to the planned engagement which will take place ahead of the development of further designs and plans.

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

General information is available in relation to the demographic profile of people with protected characteristics throughout the Borough in comparison to South Yorkshire and England.

This information will help to shape specific engagement plans for identified groups.

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

Targeted engagement with protected characteristics groups will be carried out post acquisition in relation to the development of detailed designs and in particular ensuring equal opportunity to benefit from the new housing.

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

A detailed communication and consultation delivery plan is in development. This will detail how the improvements will impact on all members of the community with the inclusion of measurable targets for engagement throughout project development and end use.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

Further information on planned and historical engagement can be found in sections 1 and 5 of the Full Business Case.

In summary historical engagement took place during the development of the Town Investment Plan and the Town Centre Masterplan. This consultation

	<p>demonstrated the need for intervention in the town centre and the need for diversification of its offer.</p> <p>Consultation will continue throughout the development of the masterplan and designs for this area.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Regular engagement with Council officers is undertaken through the Governance structure outlined in section 5.1 of the FBC and specifically through the Strategic Regeneration Programme Board and the Programme Delivery Group. Additional engagement is undertaken through specific project working and design groups.</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 proposed project is not expected to have a direct impact on any specific group.

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

The acquisition is not considered to create problems or barriers to any specific communities or groups, however it is vital the ongoing engagement allows the local community and protected characteristic groups to be considered individually in the further development and marketing of the housing scheme to ensure no group is excluded or disadvantaged. This will be considered and accounted for in the Consultation and Communication Delivery Plan.

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

The acquisition is not thought to have any specific impacts, however it is essential the long term development of this site brings equal benefit.

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)

The acquisition is not considered to have any specific impact however the continued development of a community in this area and in particular any impact on the new residents in this location will be considered during the detailed development of the next stage of this project.

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

Title of analysis: Riverside Residential Quarter - Acquisitions
Directorate and service area: R&E, RIDO
Lead Manager: Lorna Vertigan
Summary of findings:
The acquisition of land in this area is not considered to have any direct equality impacts.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)

*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
Simon Moss	Assistant Director, Planning, Regen & Transport	19 th May 2022
Cllr Lelliott	Cabinet Member. Jobs & The Local Economy	19 th May 2022

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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	19 th May 2022
Report title and date	Westgate Sheffield Road Landholdings
Date report sent for publication	30 th September 2022
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	12 th September 2022