

Appendix 2

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: Cabinet Response to Scrutiny Review. Markets: Engagement and Recovery	
Date of Equality Analysis (EA): 12 January 2023	
Directorate: Regeneration and Environment	Service area: Planning Regeneration and Transport
Lead Manager: Simeon Leach	Contact number: 0794 990 1043
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify	

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)
Tim O'Connell	RiDO	Manager
Simeon Leach	RiDO	Economic Partnerships & Strategy 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 objective is to provide a modern and flexible facility that operates efficiently for traders and service providers and is capable of meeting current and future demand from customers across Rotherham and visitors to the town. It is recognised that it is important that operations and redevelopment are informed through consultation with relevant local stakeholders

The following key stakeholders, have been identified for the Rotherham Markets:

Market Traders (both indoor and outdoor)

Market Customers

Library Users

Neighbouring Businesses

College (Owners and Students)

Highways, Utilities and Infrastructure Providers

Markets and Libraries Staff

Other RMBC Staff

Elected Members

National Association of British Markets (NABMA) and National Market Traders Federation (NMTF).

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

Contextual information from a range of sources, including the Council Plan consultation:

Population

- Rotherham has a population of 265,000 of which 2,662 are resident in the town centre (mid-2020 estimates taken from ONS)
- The population is ageing; Rotherham has 52,000 people aged 65 years or over or 19.7% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.
- Rotherham's BAME population is very concentrated in the inner areas of the town whilst the outer areas were 96% White British in 2011. 42% of BAME residents live in areas that are amongst the 10% most deprived in the country and for some groups the figure is higher. This compares with the Borough average of 19.5%.
- The age and gender profile of the town centre population is set out below

Age range	Male	Female	TOTAL
0-15	248	221	469
16-29	380	303	683
30-44	464	280	744
45-64	364	159	523
65+	124	119	243
All Ages	1,580	1,082	2,662

Health and Wellbeing

- Rotherham had 56,588 people with a limiting long-term health problem or disability in 2011, with 11.3% saying this limits their activity a lot, compared with the average of 8.3% nationally.
- In the Council Plan consultation, in response to the question on what would have the biggest positive impact on wellbeing and quality of life, men (30%) and those without a disability (27%) were more likely to state environmental improvements (23% overall), while more women and those with a disability stated 'More things to do in the community' (16% women, 22% with disability, 13% overall).

Economy

- Rotherham has a polarised geography of deprivation and affluence with the most deprived communities concentrated in the central area whilst the most affluent areas are to the south, although the overall pattern is complex.
- In the consultation for the Council Plan, 45% of respondents stated there were not enough job opportunities in their area, as opposed to 19% who stated there were enough. Those with no disabilities were more likely to state there were enough job opportunities in their area (21%) than those with disabilities (15%), with female respondents more likely to be unsure about the opportunities (37%), than men (32%).

A common theme from consultation has been a desire to see Rotherham town centre vibrant, flourishing, clean, safe and attractive to all. There were many suggestions as to

how this may be achieved including incentives such as free parking, reduced rents to encourage a wide range of shops and businesses, improved safety and security measures in certain areas, plus investments made to attract families with children, and young people into the town centre. Street scene matters were also frequently mentioned for the town centre and across the borough.

Many expressed a desire for a wider range of “decent” shops, more activities for families with young children, and greater accessibility for disabled and those with sensory impairments.

Of the children and young people consulted, young people wished for Rotherham town centre to be a place that people want to visit, for there to be more shops, activities, and places for young people to go. They also spoke about wanting to feel safe and secure in the town centre.

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

There are footfall figures for usage of the Markets, but no further detail on the demographics of these users

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

It is proposed to establish and feedback process for when the site has been completed 3+ months using both surveys and face to face meetings with representative groups. This is to be included in the action plan as part of this assessment.

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

A number of consultations have been undertaken between 2018 and 2022

Rotherham Markets: Past, Present and Future Exhibition Date: 29 May to 15 June 2018 Location: Indoor market

RMBC & RNN Group - Town Centre - Student Focus Group Date: 6th November 2019 Location: UCR

Occupants of the Rain Building – Carers corner, NHS Mental Health, Credit Union Date: 6th November 2019 Location: Rain building

Project Market Redevelopment, Rotherham Date: 9th March 2020, Location: Clifton Park, Rotherham

Market Redevelopment meeting with traders Date: 10th March 2020, Location: Town Hall, Rotherham

	<p>Public Information Event Date: Friday 3rd to Sunday 5th September 2021 Location: Rotherham Show</p> <p>Public Information Event Date: Monday 1st to Friday 5th October Location: Rotherham Indoor Market stall, Tuesday Street Market stall and stand on Effingham Street.</p> <p>Markets Workshops Date: Tuesday 19th and Thursday 21st October 2021 Location: Rotherham Indoor Market</p> <p>Estates Team Portfolio Consultation Date: Wednesday 27th October 2021 Location: Rotherham Indoor Market</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>A number of consultations have been undertaken between 2018 and 2022 and there is cross service staff engagement through working groups and a Markets Project board.</p> <p>Cultural services Date: 15th November 2019 Location: RSH</p> <p>Utilities Team Date: 21st November 2019 Location: Riverside House</p> <p>Estates Team Date: 19th July 2021</p> <p>Markets workshops Date: Tuesday 19th and Thursday 21st October 2021 Location: Rotherham Indoor Market</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)

In progressing design consideration has been given to the needs broad range of groups of people including those with protected characteristics who will use the development for purposes outlined below to ensure that the proposed development promotes inclusion:

- Visitors to the buildings and customers/members of the public accessing services
- Workers/employees using the buildings
- People using the associated public realm

- People using the neighbouring commercial units

Feedback from consultations has been considered by the design team and aspects of the design have been developed in response to these considerations to ensure that all people have free access to use the development.

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

The Market is intended to provide an inclusive, safe and welcoming environment for all users of the development. It is recognised that the building structure and mechanical services are aging and in need of investment to provide services suitable for users

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

The Markets and Library Redevelopment project will be a landmark scheme in the wider regeneration of Rotherham town centre. The building form and design approach seeks to provide safe and accessible spaces for all that are integrated with public realm within the wider urban fabric of Rotherham, connecting the with the Town Centre. This will encourage residents and visitors to explore Rotherham Town Centre by creating a public realm and building design solutions which visually entices the visitor or passer-by to explore and linger. This strategy will result in improved crossflow of people resulting in improved footfall and retention of people

Relocation of the Library, potential for events and improvements in the physical fabric of the building to support retailers to trade more successfully will enhance the existing offer within the town centre for communities and groups. This will promote new investment whilst also supporting existing businesses within the town centre and encouraging greater use by all groups within the local 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)

The project is expected to be neutral in terms of community relations.

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: Cabinet Response to Scrutiny Review. Markets: Engagement and Recovery
Directorate and service area: R&E
Lead Manager: Simeon Leach
Summary of findings:
The Market is intended to provide an inclusive, safe and welcoming environment for all users of the development. It is recognised that the building structure and mechanical services are aging and in need of investment to provide services suitable for users. Redevelopment of the market provides an opportunity to enhance the market offer to different groups and communities and feedback from consultations is considered by the design team and informing aspects of the design.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Further consultation with protected characteristic groups	All	Ongoing
Provide information from consultation with protected characteristic groups to the design team to inform consideration of final detailed design proposals	All	05/23
Include protected characteristic groups in consultation to inform the design of a customer feedback process following opening of the scheme	All	12/23

*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 Regeneration and Transport	13/01/23

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	13/01/23
Report title and date	Cabinet Response to Scrutiny Review. Markets: Engagement and Recovery 13 February 2023
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	12/01/23