

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: Templeborough Business Zone	
Date of Equality Analysis (EA): 10 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 funded Templeborough Business Zone project as detailed in a Full Business Case.	

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
Kevin Tomlinson	Magna Trust	Land owner and future operator of managed workspace units
Gurminder Sanghera	AHR Architects	Lead Architect/Designer

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

Aim/Scope

Town Deal facilitates the development of a new 'heart' of Templeborough situated at the gateway between Sheffield and Rotherham. Complementing the Magna Science Adventure Centre and a new tram/train stop, 7 new managed workspace units will be delivered, set within new green space providing the 'lungs' of this industry dominated part of Rotherham with much needed amenities for the local community.

Supporting the surrounding businesses, the new heart provides the local community with a much needed natural outdoor social and meeting space to promote health and wellbeing, creating a new focal point with two new food outlets that will front Sheffield Road.

Pedestrian routes will be created linking the new tram/train stop to Sheffield Road, local business units and beyond.

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 begin post Business Case in the detailed development of designs and in particular ensuring equal opportunity to occupy the newly provided managed workspace units.

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 community engagement took

	<p>place through online forums in the creation of the Town Investment Plan which attracted the Town Deal grant to the Templeborough project. This consultation demonstrated the need for intervention in the Templeborough area and helped shape the project which is now presented in the Business Case.</p> <p>Since the funding award further consultation with surrounding businesses and with the Magna Trust has taken place in the development of detailed designs. Consultation will continue post completion of the FBCs.</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 project 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 project 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 project will bring new managed workspace into the town and although this will not deliver benefits to any specific group engagement must ensure all group equally have the potential to benefit from the end product and any specific support requirements to establish a business in this location.

In the further detailed development of designs and in the planning of construction activities any impacts on protected characteristic groups will be considered. This is particularly relevant in the design of a safe and accessible route between the new tram/train stop and Sheffield Rd and ensuring new buildings are accessible to all.

Although the development of the new tram/train stop is outside the scope of this project an accessible path will be created through Town Deal, thus contributing to removing barriers to people on low incomes accessing the wider Templeborough area, access having previously relied largely upon car ownership.

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 local community generally consists of industrial businesses. In historic consultation the need for a 'heart' of Templeborough and somewhere for employees to gather and eat was considered beneficial to the business 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

Title of analysis: Templeborough Business Zone
Directorate and service area: R&E, RIDO
Lead Manager: Lorna Vertigan
Summary of findings:
The Templeborough Business Zone concept and early design has been developed over the last 18 months, it is funded through Town Deal and is now the subject of a Full Business Case ahead of the submission of a Summary Document to DLUHC in June 2022. There is however still time to influence the detail of the design, tender and importantly future occupation of the new units. A consultation and communication delivery plan specific to this project is in development and this will ensure engagement with protected characteristic groups over the next 18 months of the project.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Safety and security and accessibility of the redeveloped area and connections will be considered during design development	All	July 2023
Marketing of opportunities to occupy the units and support to establish or expand businesses into the new units.	All	Mar 2025
Type of provision and occupant of the 'drive up' unit to be considered	All	Mar 2025
Accessibility around the site during the construction phases to be considered	All	Jan 2024

Marketing of opportunity to feed into design of the scheme	All	July 2023
Marketing of opportunity to contract through tender	All	Sept 2023

***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 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	
Report title and date	
Date report sent for publication	
Date Equality Analysis sent to Performance,	

Intelligence and Improvement equality@rotherham.gov.uk	
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