

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: Wath Library: Principal Areas of Growth Levelling Up Project	
Directorate: Regeneration and Environment	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 Redevelopment of Wath Library and the surrounding public realm	

2. Please provide a brief description of what you are screening
To transform Wath upon Dearne Library into a high-quality cultural centre, increasing footfall in the town centre, boosting the local economy and restoring a sense of pride among the community.

The supported scheme will include the demolition of the existing library and the creation of a brand-new library to create a modern, inviting, and inclusive community facility. The redevelopment will be designed to open up connectivity between Biscay Way and the High Street and encourage visitors into the town centre.

Investment in the surrounding public realm aims to draw people into the town centre and provide more things to do. The redevelopment will include commercial space to support a vibrant mix of businesses in the town centre.

The existing building is not fit for purpose and does not address the public realm. It is not viable to make changes to the existing building to meet the changed uses of the library, and environmental performance targets.

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?		X

(If the answer is yes you may wish to seek advice from your HR business partner)

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 aim of the project is to increase use of the library, the public realm and the wider town centre, to create accessible, thriving spaces through an inclusive, community-led facility.

Information has been collected by RMBC's libraries team on current uses, and ways to improve the service so that more people can benefit from the services on offer.

The project is being designed with the service users fully in mind, through assessing and accommodating wherever possible, the requirements of different groups.

Throughout the design process, we are consulting with user groups and engaging more widely with resident and local businesses to ensure their needs can be met wherever possible, so that the facility is well used, and creates wider benefits through the regeneration of the town.

Key library services will need to be decanted to a temporary facility during the construction works, to ensure continuation of services.

- **Key findings**

The current library building is an ageing and under functioning structure that is difficult to keep cool in summer and warm in winter which can make it less welcoming and accessible.

The new library will provide spaces for different groups to meet, fostering a sense of community. There will be opportunities to host a range of events in the new facility. This will positively benefit the town, in particular groups who previously had not used the library spaces. The project will address key connectivity issues across the town, including from the supermarket, to enable inclusive access.

• **Actions**

Our key action is to undertake a Part B Equality Analysis Form which will consider the following:

- Consultation with traders and community groups around the design of spaces and sequencing of construction works.
- Make reasonable adjustments to the design of the building and public realm in line with the Equality Act, and Part M of Building Regs.
- Disabled access during construction process – maintaining clear pathways and keeping noise and disturbance to a minimum
- On completion, marketing of the facilities and dissemination of information to be fully accessible.
- Request Equal Opportunities statements from all partners (ie Developer, Construction Firm)

Date to scope and plan your Equality Analysis:	3 rd July 2023
Date to complete your Equality Analysis:	6 th July 2023
Lead person for your Equality Analysis (Include name and job title):	Eleanor Bainbridge Project Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Lorna Vertigan	Regeneration Strategy Manager	05.05.23
Eleanor Bainbridge	RIDO PM	05.05.23

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	May 2023
Report title and date	Wath Capital Regeneration Grant
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	July 2023
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	05.05.23