

## 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	
<b>Equality Analysis title:</b> Authority to Self-Confirm the Compulsory Purchase Order (CPO) and Demolish 3-7 Corporation Street	
<b>Date of Equality Analysis (EA):</b> 05/09/2023	
<b>Directorate:</b> Regeneration and Environment	<b>Service area:</b> Rotherham Town Centre
<b>Lead Manager:</b> Lucy Mitchell	<b>Contact number:</b> 07748 143280
<b>Is this a:</b> <input type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input checked="" type="checkbox"/> <b>Other</b>	
<b>If other, please specify</b>	

**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)
Maria Smith	RMBC	Project Manager
Josh Turner	RMBC	Project Support Officer
Lucy Mitchell	RMBC	Major Projects Officer
Lorna Vertigan	RMBC	Strategic 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.)

This scheme comprises:

- Demolishing the existing buildings on site
- Repair of any damage to effected party walls

An initial screening exercise identified that there could be implications regarding the accessibility of services to the whole or wider community, affect service users and impact on a group with protected characteristics. This has triggered a full analysis to identify and mitigate against any potential negative implications.

The analysis identified the potential impacts on the following PCGs:

- Sex (employment opportunities)
- Age (accessibility for older people, safety for young children)
- Ethnicity (employment opportunities, safety for discrimination risk)
- Disability (accessibility during demolition, design scheme)
- Sexual Orientation (employment opportunities)
- Gender Reassignment (employment opportunities, access to specialist services)
- Marriage/Civil Partnership (employment opportunities)
- Pregnancy and Maternity (accessibility during demolition , design scheme, access to services)
- Carers (accessibility)

Mitigations on negative impacts are discussed below.

<p><b>What equality information is available? (Include any engagement undertaken)</b></p> <p>We have used information available on the Town Centre area from the following sources:</p> <ul style="list-style-type: none"> <li>• 2011 Census</li> <li>• Integrated Household Survey (National Office for Statistics)</li> <li>• Birth Summary Tables, England and Wales 2018, UK Statistics Authority</li> <li>• Rotherham Data Hub (<a href="https://www.rotherham.gov.uk/data/socio-economic">https://www.rotherham.gov.uk/data/socio-economic</a>)</li> </ul>	
<p><b>Are there any gaps in the information that you are aware of?</b></p> <p>No</p>	
<p><b>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</b></p> <p>We have conducted an examination of local amenities to identify any community facilities in proximity to the proposed site that may be impacted by the project, particularly reviewing access during the demolition phase. These will be further reviewed once the project progresses, and further considerations will be taken account of in the scheme demolition, repair works and management of the site:</p> <ul style="list-style-type: none"> <li>• Accessibility (physical accessibility, access to information, accessible design)</li> <li>• Safety and security (particularly during active demolition of the existing structures where there may be diversions in place)</li> <li>• Environment (impact of the demolition and site clearance temporarily on noise, air quality and overall feel of the local environment)</li> <li>• Severance (between communities and as a result of works on site); and</li> <li>• Employment (creation of employment opportunities – temporary during demolition).</li> </ul> <p>It is recommended that the Equality Analysis process is reviewed and updated at appropriate stages throughout the project to determine any further likely impacts.</p>	
<p><b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b></p>	<p>A considerable amount of work ensuring Equalities impact has been undertaken throughout the prior stages of the broader site redevelopment. Historically, engagement with community groups was undertaken through online methodology in reflection of the Covid situation and the inability to consult face to face. Early engagement sought to define the areas for investment and was fed into the development of priority projects and the Town Investment Plan itself. Since the Town Deal was offered, further development of plans has taken place with the input of local stakeholders. Further consultation will take place with specific PCG's groups once demolition plans are further developed if</p>

	the impact is negative and the seriousness of the concern deems it necessary. These groups/contacts are available in our project Stakeholder lists.
<b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b>	Engagement has taken place with the project team including internal staff and external consultants who have prior experience of equality/diversity aspects of Council-led projects. This has taken place throughout other aspects of the site redevelopment as the scheme has developed and will continue as part of the monitoring.

#### 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)

This process will seek to ensure that positive outcomes on PCGs are maximised, and any negative impacts are mitigated appropriately. In the longer term, the provision of Town Centre residential accommodation will improve access to facilities, as the development occurs in a wider scheme of regeneration including commercial, cultural, leisure and transport amenities. This will support PCGS that require access to specialist services, transport links and accessible accommodation such as those with a disability, transgender, pregnant women and young children and older people.

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

There will potentially be access issues during the demolition process. This may be an impact for those with a disability, pregnant women, carers and older people. We will be working with external delivery partners so will not have direct control over Equal Opportunities in employment that could potentially impact on several of the PCG groups. Therefore, we will ensure they are Equal Opportunity Employers and ensure Council policy and procedure is followed when selecting the delivery partners. The Council will also work closely with the contractor to ensure access around the site is maintained or alternative provision is provided.

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

The clearance of the site will remove existing opportunities for antisocial behaviour occurring on the site at present which presents an ongoing impact upon all manner of relevant groups utilizing the town centre, allowing for the creation of a safer and more accessible environment along Corporation Street.

**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)

We envisage the scheme will have a positive impact on community relations. The project will remove a dangerous eye-sore from the landscape and improve the Town Centre as part of the wider leisure and culture developments. Local groups representing PCGs impacted will be consulted if required throughout the programme and good relations will be maintained with the neighbouring businesses via regular communication and mutually agreed access routes during demolition. Positive responses have already been received in negotiations and local interest has been positive.

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

<b>Title of analysis:</b> Authority to Self-Confirm the Compulsory Purchase Order (CPO) and Demolish 3-7 Corporation Street
<b>Directorate and service area:</b> Regeneration and Environment
<b>Lead Manager:</b> Lucy Mitchell
<b>Summary of findings:</b>
This process will seek to ensure that positive outcomes on PCGs are maximised, and any negative impacts are mitigated appropriately Positive impact on community relations and in terms of creating accessible housing near to facilities. There will be disruption to certain PCGs during the demolition, however we will work closely with the contractor to ensure impacts are minimised.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Procurement via Framework to ensure equality standards are met	All	10/23
Conduct further assessment once the nature of demolition works is determined	Age, disability, pregnant/maternity, carers	12/20
Ensure communication channels are maintained with groups and the public via Comms Team	All	Throughout the scheme

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\*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](mailto: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.

<b>Date Equality Analysis completed</b>	05/09/2023
<b>Report title and date</b>	Authority to Self-Confirm the Compulsory Purchase Order (CPO) and Demolish 3-7 Corporation Street
<b>Date report sent for publication</b>	N/A
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b>	06/09/2023

<a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	
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