

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: Forge Island March Update	
Directorate: Regeneration and Environment	Service area: RiDO
Lead person: Tim O’Connell	Contact number:
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify	
A regeneration scheme	

2. Please provide a brief description of what you are screening
A decision to allow head of terms for the Council to take an over-riding lease of the Forge Island development to be agreed. The over-riding lease will provide the basis to secure funding for the development to be delivered.

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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>	Yes	
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>	Yes	
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>	Yes	
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>	Yes	
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>		no
Could the proposal affect the Council’s workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		no

If you have answered no to all the questions above, please explain the reason

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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?**

(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The details of the funding arrangements for the scheme do not have an impact on equality and diversity. However, the completed scheme will have relevance and the scheme is being designed to provide an accessible, safe and welcoming environment that encourages use of the facilities and services provided all sections of the community including groups with protected characteristics.

The regeneration of Forge Island has been subject to consultation through the Town Centre Masterplan and there has been public engagement through the planning process.

Further information is provided in the Equality Analysis (Part B).

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The development of Forge Island is an opportunity to improve the social fabric of Rotherham and attract new visitors to Rotherham town centre.

It is important that the development is accessible to all sections of the community including those with protected characteristics. The requirements of these groups should be built into the design of the scheme. Further consultation and engagement with a range of groups would assist this to be achieved.

- **Actions**

(think about how you will promote positive impact and remove/reduce negative impact)

Further consultation will be carried out with protected characteristic groups to inform the final detailed design of the scheme and to monitor the ongoing equalities impact of the

development.	
Date to scope and plan your Equality Analysis:	09/03/22 (completed)
Date to complete your Equality Analysis:	09/03/22 (completed)
Lead person for your Equality Analysis (Include name and job title):	Tim O'Connell, Head of RiDO

5. Governance, ownership and approval

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

Name	Job title	Date
Tim O'Connell	Head of RiDO	09/03/22

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	09/03/22
Report title and date	Forge Island Delivery Update
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Forge Island Update, 28 March 2022
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	09/03/22

