

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: Feasibility Fund	
Directorate: R&E	Service area: Regeneration
Lead person: Lorna Vertigan	Contact number:
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
<p>The South Yorkshire Mayoral Combined Authority (SYMCA) have allocated £3m revenue to Rotherham Metropolitan Borough Council as a 'Feasibility Fund'. A grant agreement has been signed to accept the funding and an officer decision has now been created to exercise delegation to the Strategic Director for Regeneration & Environment in consultation with the Leader of the Council and Assistant Director Financial Services to allocate £690,000 of this fund.</p>

The report proposes that this allocation is used to fund a range of costs in developing and delivering the Council's programme of regeneration, including resourcing, communications, property holding costs, and project development funding.

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? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>	X	

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?**

Part of the proposed allocation will be toward funding the Regeneration team. The team is in place however a reorganisation is underway and subject to its own EIA. Any additional recruitment to the team will follow the Council's recruitment policies.

An allocation will also be made toward consultation and engagement on the regeneration programme. Each consultation will be subject to its own EIA.

Allocations to project development, will also be subject to EIA once those projects are funded.

- **Key findings**

Full EIAs will be carried out as required as projects and consultation are implemented

- **Actions**

There are no implications directly from this funding allocation however further EIAs are carried out as part of the projects this funding will support.

Date to scope and plan your Equality Analysis:	In line with specific expenditure
Date to complete your Equality Analysis:	As above
Lead person for your Equality Analysis (Include name and job title):	Comms – Catherine Davis Re-org – Lorna Vertigan

5. Governance, ownership and approval

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

Name	Job title	Date
Lorna Vertigan	Head of Regeneration	15 th February 2024

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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	15 th February 2024
Report title and date	Feasibility Fund – Officer Decision
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	15 th February 2024