

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: Rotherham Markets and Library redevelopment	
Directorate: R&E	Service area: RiDO/Cultural Services
Lead person: Dorrett Wilson	Contact number: 01709 254444
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
Screening the strategy and approach to undertaking: <ul style="list-style-type: none"> • Trader, stakeholder and public engagement • Business Planning • Design Input • Letting & Management Strategy

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>	Yes	
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>	Yes	

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?**

(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)

- **Scope of the Proposal:** The proposal aims to support the redevelopment of Rotherham Market into a vibrant, inclusive space that supports diverse business ownership and customer demographics. This includes considering the needs of women, BAME individuals, elderly populations, and other socio-economic groups.
- **Information Gaps:** Engagement activities are planned to gather detailed insights and ensure all community needs and aspirations are addressed.
- **Consultation and Engagement:** The proposal includes targeted engagement, stakeholder mapping, and focus groups with young people to ensure broad and diverse participation. Consultation will be undertaken in accordance with the Council's consultation and engagement policy and toolkit.

- **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)

- **Positive Impact:** The redevelopment will support the local community, small business owners, female and BAME-owned businesses, provide access to affordable food, and create a community hub that combats social isolation. It will also promote strong relationships between different community groups.
- **Negative Impact:** Potential disruption to existing market traders and customers during the redevelopment phase. These will be mitigated through ongoing engagement, marketing, and support.

- **Actions**

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

- **Promote Positive Impact:** Through extensive engagement, incorporate community feedback into the design and operation of the new market. Provide business guidance to traders and ensure the market remains accessible to all.

<ul style="list-style-type: none"> ● Reduce Negative Impact: Implement a comprehensive communication strategy to keep traders informed and involved throughout the redevelopment process. Provide support to traders during the transition period to minimise disruption. <p>Any EA, including timetable will be informed by the outcome of the consultation.</p>	
Date to scope and plan your Equality Analysis:	N/A
Date to complete your Equality Analysis:	
Lead person for your Equality Analysis (Include name and job title):	Catherine Davis, Consultation & Engagement 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	Head of Regeneration	12 th August 2024

6. Publishing

<p>This screening document will act as evidence that due regard to equality and diversity has been given.</p> <p>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.</p> <p>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.</p>	
Date screening completed	12 th August 2024
Report title and date	Feasibility Fund: Markets Next Phase Allocation
If relates to a Cabinet, key delegated officer decision, Council, other committee or a	Officer Decision

significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	13 th August 2024