

## 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	
<b>Title:</b> Cabinet's Response to Scrutiny Review Recommendations – Nature Recovery	
<b>Directorate:</b> Regeneration and Environment	<b>Service area:</b> N/A
<b>Lead person:</b> Louise Preston, Climate Change Manager	<b>Contact:</b> <a href="mailto:climate@rotherham.gov.uk">climate@rotherham.gov.uk</a>
Is this a:	
<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> Response to Scrutiny Review Recommendations	

2. Please provide a brief description of what you are screening
Cabinet's response to scrutiny recommendations arising from an Improving Places Select Commission review of nature's recovery in Rotherham. Thirteen recommendations are principally concerned with the strengthened 'biodiversity duty' for public authorities, introduced by the Environment Act 2021. Under this statutory duty, the Council must consider its objectives, policies and plans to conserve and enhance biodiversity, to be reported at least every five years. Biodiversity Net Gain, Local Nature Recovery Strategies and a national '30by30' target, to protect 30% of

land for biodiversity by 2030, are considered in a local context. Communities, neighbourhoods and partnership working are recommended, to support nature's recovery in Rotherham.

### 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

Scrutiny review recommendations regarding nature's recovery in Rotherham are stated in terms which require the Council 'to consider', 'to plan for', 'to continue positive work', 'to use evidence'; in accepting any of these recommendations, Cabinet does not commit to any objective, policy or action which might affect individuals' or communities' access to services, the Council's workforce or any group with protected characteristics. Rather,

accepting the scrutiny review recommendations amounts to recognising the Council's statutory duty to conserve and enhance biodiversity in the proper exercise of its authority: as required by the strengthened biodiversity duty, introduced by the Environment Act 2021. As the Council considers its objectives, policies and plans and any actions it should take to conserve and enhance biodiversity in Rotherham, any concrete proposals will need to be screened (and assessed) for their potential impacts on equalities, diversity and inclusion. Access to green and blue spaces intersects with other axes of inequality and protected characteristics: properly considered, nature's recovery is an opportunity to deliver wider environmental and social benefits in Rotherham.

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?**
- **Key findings**
- **Actions**

Date to scope and plan your Equality Analysis:

Date to complete your Equality Analysis:

Lead person for your Equality Analysis  
(Include name and job title):

#### 5. Governance, ownership and approval

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

Name	Job title	Date
Louise Preston	Climate Change Manager	27 June 2024

#### 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.

Appendix 3

A copy of **all** screenings 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 screening completed</b>	27 June 2024
<b>Report title and date</b>	Cabinet's Response to Scrutiny Review Recommendations – Nature Recovery  16 September 2024
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	Report date: 16 September 2024  Sent for publication: 2 September 2024
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	8 July 2024