

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	
Equality Analysis title: Templeborough Business Zone	
Date of Equality Analysis (EA): 14 th February 2024 Date of the EA update: 3 rd October 2024	
Directorate: R&E	Service area: RIDO
Lead Manager: Tanya Shvab	Contact number:
Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other	
If other, please specify Implementation of the Templeborough Business Zone project funded by the Town Deal	

and SYMCA as detailed in a Full Business Case.

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)
Lorna Vertigan	RMBC	Head of Regeneration
Tanya Shvab	RMBC	Project Manager

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope

Town Deal facilitates the development of a new 'heart' of Templeborough situated at the gateway between Sheffield and Rotherham. Complementing the Magna Science Adventure Centre and a new tram/train stop, six new managed workspace units will be delivered, set within new green space providing the 'lungs' of this industry dominated part of Rotherham with much needed amenities for the local community.

Supporting the surrounding businesses, the new heart provides the local community with a much needed natural outdoor social and meeting space to promote health and wellbeing, creating a new focal point with two new food outlets that will front Sheffield Road.

Pedestrian routes will be created linking the new tram/train stop to Sheffield Road, local business units and beyond.

What equality information is available? (Include any engagement undertaken)

General information is available in relation to the demographic profile of people with protected characteristics throughout the Borough in comparison to South Yorkshire and England.

Contextual information from a range of sources, including the 2011 and 2021 Census, [Population – Rotherham Data Hub](#) and the Council Plan Consultation is provided below.

Population

- Between the last two censuses (held in 2011 and 2021), the population of Rotherham increased by 3.3%, from around 257,300 in 2011 to around 265,800 in 2021.
- The population is ageing; People aged 65 years or over comprise 19.6% of Rotherham's population, which is a higher proportion than 18.6% across England and Wales.
- Rotherham's BAME population is concentrated in the inner areas of the town whilst the outer areas were 96% White British in 2011. 42% of BAME residents live in areas that are amongst the 10% most deprived in the country and for some groups the figure is higher. This compares with the Borough average of 19.5%.

Health and Wellbeing

- The percentage of people who identified as being disabled and limited a lot in Rotherham decreased by 2.10% between 2011 (12% 29,080) and 2021 (9.9%, 26,115). In 2021, 11.40% (30,065) were identified as being disabled and limited a little, compared with 11.20% (27,520) in 2011. In England, the percentage of people who identified as being disabled and limited a lot was 2.40% lower than Rotherham. Overall, the percentage of disabled residents, both limited a lot and a little was lower in England (17.70%) than in Rotherham (21.30%), with a difference of 3.6%.
- In the Council Plan consultation, in response to the question on what would have the biggest positive impact on wellbeing and quality of life, men (30%) and those without a disability (27%) were more likely to state environmental improvements (23% overall), while more women and those with a disability stated, 'More things to do in the community' (16% women, 22% with disability, 13% overall).

Economy

- Rotherham has a polarised geography of deprivation and affluence with the most deprived communities concentrated in the central area whilst the most affluent areas are to the south, although the overall pattern is complex.
- In the consultation for the Council Plan, 45% of respondents stated there were not enough job opportunities in their area, as opposed to 19% who stated there were enough. Those with no disabilities were more likely to state there were enough job opportunities in their area (21%) than those with disabilities (15%), with female respondents more likely to be unsure about the opportunities (37%), than men (32%).

Are there any gaps in the information that you are aware of?

Targeted engagement with protected characteristics groups and keeping these groups updated on the progress will be carried out through the construction stage. This is to ensure awareness and thus offer equal opportunities for the occupancy of the newly provided managed workspace units.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

A communication and engagement plan is in development. This will detail how the improvements will impact on all members of the community with the inclusion of measurable targets for engagement throughout project delivery and end use.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

The local community generally consists of industrial businesses.

In summary, historical community engagement took place through online forums in the creation of the Town Investment Plan which attracted the Town Deal grant to the Templeborough project. This consultation demonstrated the need for intervention in the Templeborough area and helped shape the project.

	<p>Since the funding award further consultation with surrounding businesses and with the Magna Trust took place in the development of detailed designs. Engagement will continue throughout further stages of the project implementation.</p>
Engagement undertaken with staff (date and group(s) consulted and key findings)	<p>Regular engagement with Council officers is undertaken through the Governance structure and specifically through the Regeneration Programme Board, Town Deal Board and the Regeneration Programme Delivery Board. Additional engagement is undertaken through specific project working and design groups.</p>

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)

The proposed project is not expected to have a direct impact on any specific group.

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

The project is not considered to create problems or barriers to any specific communities or groups, however it is vital the ongoing engagement allows the local community and protected characteristic groups to be considered individually in the further implementation and marketing of the project to ensure no group is excluded or disadvantaged. This will be considered and accounted for in the Communication and Engagement Plan.

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

The project will bring new managed workspace into the borough as well as new F&B units, and although this will not deliver benefits to any specific group engagement must ensure all groups equally have the potential to benefit from the end product and any specific support requirements to establish a business in this location.

In RIBA Stage 5 application of the developed project design and in the planning of construction activities any impacts on protected characteristic groups will be considered. This is particularly relevant in the design of a safe and accessible route between the new tram/train stop and Sheffield Rd and ensuring new buildings are accessible to all.

Although the development of the new tram/train stop is outside the scope of this project an improved accessibility will be achieved through the cumulative effect of both schemes, thus contributing to removing barriers to people on low incomes accessing the wider Templeborough area, access having previously relied largely upon car ownership.

Where the scheme's car parking is concerned the project addresses accessibility requirements by providing designated parking bays for disabled users.

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)

The local community generally consists of industrial businesses. In historic consultation the need for a 'heart' of Templeborough and somewhere for employees to gather and eat was considered beneficial to the business community.

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

Title of analysis: Templeborough Business Zone
Directorate and service area: R&E, RIDO
Lead Manager: Tanya Shvab
Summary of findings:
The Templeborough project Stage 4 design has now been developed. The project is funded through Pathfinder (Town Deal) with additional funding from SYMCA and it is now the subject to a Full Business Case ahead of entering into the legal agreements essential for the delivery of the scheme. A communication and engagement plan specific to this project is in development, which will aim at ensuring awareness of the project progress and deliverables among groups of people with protected characteristics during the construction stage of the project.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Safety and security and accessibility of the redeveloped area and connections to be considered during design development	All	completed as part of Stage 4 design process
Marketing of opportunities to occupy the units and support to establish or expand businesses into the new units (by Magna Trust).	All	from Mar 2025
Type of provision and occupant of the 'drive up' units to be considered by Magna.	All	from Mar 2025
Accessibility around the site during the construction phases to be considered	All	from Jan 2025

Proposal for the Communication and Engagement activities to cover the progress of the project is in place.	All	Jan 2025
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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. 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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	14 th February 2024
Date Equality Analysis updated	3 rd October 2024
Report title and date	Equality Analysis Form - Templeborough
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	19 th November 2024