

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: Dinnington Town Centre Regeneration Project	
Date of Equality Analysis (EA): 3 rd December 2024	
Directorate: Regeneration & Environment	Service area: Regeneration
Lead Manager: 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: This EA refers to the use of Compulsory Purchase powers in the implementation of the Dinnington Town Centre project, its impact on landowners and occupiers directly affected by the scheme and those indirectly affected ie the users of the town centre.	

The EA also takes into account the findings of the 4 assessments completed to date.

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
Catherine Davis	RMBC	Consultation & Engagement Manager
Megan Hinchliff	RMBC	Strategy Manager

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

Aim/Scope

The purpose of the Dinnington Compulsory Purchase Order is to facilitate the demolition or refurbishment of disused, derelict aging and declining town centre buildings to pave the way for a town centre redevelopment which comprises modern commercial space, landscaped town square including a demountable market offer, with associated storage unit, car parking, and servicing capable of meeting the demands of a 21st Century local retail environment.

In recent years the land and buildings have been left to deteriorate to significant proportions, with major repair requirements which are not forthcoming while the site is in private ownership. While the rest of the high street is fairly well populated and footfall is relatively high the area around the development site is subject to anti-social behaviour, vacancies, poor accessibility and aging stock which detracts from the overall potential of the high street.

Delivery of the scheme will include:

- Demolition of:
 - 36-44 Laughton Road, Dinnington
 - The former indoor market building 34, Laughton Road, Dinnington
 - The structures associated with the operation of the open market, off Constable Lane, Dinnington
 - Number 32 Laughton Road, Dinnington
- Construction of a block of 6 retail/commercial units and a secure storage unit for the market stalls at the southern end of the site and a separate commercial/community building with associated parking and servicing areas.
- Refurbishment of 6 existing retail units 46-56 Laughton Road.
- Construction of a new Town Square that will accommodate the open market.
- Associated public realm improvements to improve pedestrian links between the High Street (Laughton Road) and the bus interchange and public car parks on Constable Lane.

The use of compulsory purchase powers is always a last resort and the Council has endeavoured to acquire all property by negotiation, however in some cases negotiations have stalled or are unable to progress in a timely fashion. To that end the Council now wishes to make and submit an order to the Secretary of State.

To accompany the CPO Statement of Reasons a full EQIA has been carried out. The EQIA considers the impact of the CPO, ie the purchase of property and the scheme it facilitates. The findings are summarised here.

What equality information is available?

The following table summarises the engagement events undertaken as well as the number of attendees at each. In addition to this Council officers attended numerous public meetings of Dinnington St John's Town Council.

Date and location	Audience	Purpose	Attendance
Thursday 26 th October 2023, Dinnington High School, 5.30pm to 6.30pm	Key stakeholders in the Dinnington area	To share information on the project proposals and current site plan and timescales and gather feedback gathered for the public realm plans.	30 stakeholders
Thursday 26 th October 2023, Dinnington High School, 6.45pm to 7.45pm	Businesses affected by the redevelopment	To share information on the project proposals and current site plan and timescales and answer any queries.	7 businesses
Friday 27 th October 2023, Laughton Road	Residents, shoppers, businesses and visitors	Public information event to share details of the proposals and the current site plan and timescales and to gather feedback on public realm.	Approx 150 members of the public
Thursday 2 nd November 2023, Dinnington Resource Centre	Residents, shoppers, businesses and visitors	Public information event to share details of the proposals and the current site plan and timescales and to gather feedback on public realm.	26 people attended
Monday 18 March 2024, Lyric Theatre, 5pm to 6pm	Key stakeholders	In-person information event to show the updated plans, gather feedback and answer any queries.	19 key stakeholders
Monday 18 March 2024, Lyric Theatre, 5.30pm to 7pm	Businesses on Laughton Road affected by the redevelopment	In-person information event to show the updated plans, gather feedback and answer any queries.	4 businesses
Monday 18 March 2024, Lyric Theatre, 7pm to 8pm	Residents and general public	In-person public information event to show the updated plans and gather feedback.	60 people

<p>Are there any gaps in the information that you are aware of? Individual attendee data was not gathered during the public events, however an assessment has been undertaken in relation to those indirectly affected by the CPO ie the wider Dinnington population.</p> <p>An equalities questionnaire was sent to everyone affected directly by the CPO. One response was received and the information gathered is included in the table at number 4.</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? Engagement with the community will be undertaken at regular intervals throughout the project implementation.</p> <p>Services will continue to liaise with directly affected individuals on a 121 basis to ensure any needs are taken into account.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>See section above for full details. Over 230 members of the public attended four in-person engagement events and from the feedback received, respondents were generally very supportive of the plans and felt it would be a benefit to the community Other feedback included:</p> <ul style="list-style-type: none"> • Need some provision for young people • Access to public toilets • Need a banking hub • Would be good to see a community facility included • Pack away market welcome • Great to have a pocket park for summer
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>There has been extensive engagement with Members in the formulation of the scheme and the CPO itself. This has taken the form of monthly ward, Cabinet and parish council briefings as well as the regular Regeneration update meeting with Leader. There is a working group focussed on acquisition and progression of the CPO which includes officers from Estates and Legal as well as the Council's external advisors. The project also reports into the Regeneration Programme Board, Capital DLT and Capital Programme Board on a regular basis through the Regeneration Programme Dashboard.</p>

<p>4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)</p>
<p>How does the Policy/Service meet the needs of different communities and groups?)</p> <p>Characteristic: Age</p>

Indirectly Affected (Ward Profile):

16-24	1,206
25-44	3,032
45-64	3,416
65+	2,433

Directly Affected: 1 property owner identified as being over the age of 65. Negotiations with this owner have been via their appointed agent.

Potential Impacts:

Positive

New business opportunities created to encourage social interaction.

Refurbishment or creation of new buildings allows for modern premises which take into account new building standards for accessibility.

Improved public realm creates safer spaces.

Improved accessibility across the whole site increases surveillance and feelings of safety.

Neutral

The opportunity to relocate into the new scheme is open to all occupiers thus retaining existing services.

Negative

Where current businesses provided a sense of community or a source of social interaction, the redevelopment may disproportionately affect isolated, elderly populations before completion.

Where businesses accept compensation but choose not to relocate, customers with accessibility requirements may have to travel an increased distance to continue to access specific products or services.

Loss of social space for young people potentially leading to antisocial behaviour.

Mitigation: The new development should be designed to discourage antisocial behaviour creating a safer user experience for all ages and ensuring young people are provided with a social space.

Offering businesses the option to relocate within close vicinity of their current premises or within the new scheme, aiming to prevent a loss of connection that elderly people might face.

Owners and occupiers are offered compensation to enable relocation or reinvestment. Ensuring businesses do not close, unless through their own volition by providing the opportunity to relocate within close proximity or temporarily during scheme development.

Characteristic: Disability

Indirectly Affected (Ward Profile): 21.4%

Directly Affected: 1 property owner identified as having a disability. Negotiations with this owner have been via their appointed agent who can ensure their needs are met.

Potential Impacts:

Positive

New business opportunities created to encourage social interaction.

Refurbishment or creation of new buildings allows for modern premises which take into account new building standards for accessibility.

Improved public realm creates safer spaces.

Improved accessibility across the whole site increases surveillance and feelings of safety.

Neutral

The opportunity to relocate into the new scheme is open to all occupiers thus retaining existing services.

Negative

Individuals with disabilities face more barriers to securing employment, therefore the potential risk of unemployment due to the relocating or closing down of their place of work due to the exercising of the CPO, could disproportionately affect disabled people.

Where businesses accept compensation but choose not to relocate, customers with accessibility requirements may have to travel an increased distance to continue to access specific products or services.

Mitigation: Ensuring individuals with relevant disabilities operating businesses are offered needs-met relocation options.

Undertaking significant public realm improvements designed to meet the needs of this protected characteristic, improving safety and accessibility and removing the existing dangerous surfacing and hard to access areas.

Offering businesses the option to relocate within close vicinity of their current premises or within the new scheme.

Ensuring businesses do not close, unless through their own volition by providing the opportunity to relocate within close proximity or temporarily during scheme development.

Characteristic: Gender Reassignment

Indirectly Affected (Ward Profile): There is a lack of available data on this characteristic

Directly Affected: n/a

Potential Impacts:

Positive

New business opportunities created to encourage social interaction.

Improved public realm creates safer spaces.

Neutral

The opportunity to relocate into the new scheme is open to all occupiers thus retaining existing services.

Negative

Where current businesses provided a sense of community or a source of social interaction, the redevelopment may disproportionately affect this characteristic.

Where businesses accept compensation but choose not to relocate, customers may have to travel an increased distance to continue to access specific products or services.

Mitigation: The new development should be designed to discourage antisocial behaviour creating a safer user experience.

Offering businesses the option to relocate within close vicinity of their current premises or within the new scheme.

Ensuring businesses do not close, unless through their own volition by providing the opportunity to relocate within close proximity or temporarily during scheme development

Characteristic: Pregnancy and Maternity

Indirectly Affected (Ward Profile): There is a lack of available data on this characteristic

Directly Affected: n/a

Potential Impacts:

Positive

New business opportunities created to encourage social interaction.

Improved public realm creates safer spaces.

Refurbishment or creation of new buildings allows for modern premises which take into account new building standards for accessibility.

Neutral

The opportunity to relocate into the new scheme is open to all occupiers thus retaining existing services.

Mitigation: The new development should be designed to discourage antisocial behaviour creating a safer user experience.

Offering businesses the option to relocate within close vicinity of their current premises.

Ensuring businesses do not close, unless through their own volition by providing the opportunity to relocate within close proximity or temporarily during scheme development.

Characteristic: Race

Indirectly Affected (Ward Profile):

Asian, Asian British, Asian Welsh	0.8%
Black, Black British, Black Welsh, Caribbean, African	0.9%
Mixed or Multiple ethnic	1.4%
White	96.7%
Other	0.2%

Directly Affected:

Potential Impacts:

Positive

New business opportunities created to encourage social interaction.

Neutral

The opportunity to relocate into the new scheme is open to all occupiers thus retaining existing services.

Negative

Where businesses accept compensation but choose not to relocate, customers may have to travel an increased distance to continue to access specific products or services.

Mitigation: Translation offered to all stakeholders who do not speak English as their main language.

Characteristic: Religion or belief

Indirectly Affected (Ward Profile):

Buddhist	0.30%
Christian	46.70%
Hindu	0.10%
Jewish	0.00%
Muslim	0.30%
No religion	44.60%
Not answered	4.60%
Other religion	0.30%
Sikh	0.10%

Directly Affected: n/a

Potential Impacts:

Positive

New business opportunities created to encourage social interaction.

No aspects of the CPO or future redevelopment of the site will prevent individuals from practicing their religion or faith.

Neutral

The opportunity to relocate into the new scheme is open to all occupiers thus retaining existing services.

Negative

Where current businesses provided a sense of community or a source of social interaction, the redevelopment may disproportionately affect religious groups.

Where businesses accept compensation but choose not to relocate, customers may have to travel an increased distance to continue to access specific products or services.

Mitigation: Stakeholders were provided with the opportunity to provide information regarding their religion/beliefs to minimise disruption and ensure any existing connections to places of worship can be maintained through the exercising of Compulsory Purchase Order powers and any subsequent future arrangements.

Characteristic: Sex

Indirectly Affected (Ward Profile):

Male	48.8%
Female	51.2%

Directly Affected: n/a

Potential Impacts:

Positive

New business opportunities created to encourage social interaction.

Improved public realm creates safer spaces.

Improved accessibility across the whole site increases surveillance and feelings of safety.

The new development will feature increased safety measures which will minimise disadvantage for women, who are more vulnerable to gender-based violence.

Neutral

The opportunity to relocate into the new scheme is open to all occupiers thus retaining existing services.

Negative

Similarly, is there likely to be job losses in service or business which are likely to employ one sex more than the other, leading to disproportionate job losses.

Characteristic: Sexual Orientation

Indirectly Affected (Ward Profile): There is a lack of available data on this characteristic

Directly Affected: n/a

Potential Impacts:

Positive

New business opportunities created to encourage social interaction.

Improved public realm creates safer spaces.

Improved accessibility across the whole site increases surveillance and feelings of safety.

Neutral

The opportunity to relocate into the new scheme is open to all occupiers thus retaining existing services.

Negative

Where businesses accept compensation but choose not to relocate, customers may have to travel an increased distance to continue to access specific products or services.

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

The analysis above indicates the impact on each of the PC groups.

While there is inevitably disturbance during the exercising of the CPO resulting in businesses being relocated the Council has offered in excess of statutory compensation to ease the burden on business owners and used shadow CPO figures to determine compensation for property owners. Occupiers have been offered the chance to relocate

within the vicinity or within the scheme to ensure a continuation of service for both occupier and user.

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

Detailed impacts are described above, however in summary the CPO and resultant scheme is thought to bring benefit to the community overall by providing a safer, accessible and welcoming environment. The current provision is subject to ASB due to its layout and properties and public realm are in a state of significant degradation.

The scheme replaces the same number of buildings and provides the opportunity for new businesses where others choose to relocate elsewhere.

What affect will the Policy/Service have on community relations?

While there is likely to be disturbance as businesses choose to relocate or close the Council has taken every opportunity to encourage and enable owners to remain local and keep services running.

In the long run the scheme is thought to improve community relations by reducing opportunities for ASB and removing eyesore, derelict buildings and creating a high street which the community can be proud of.

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: Dinnington Town Centre Regeneration
Directorate and service area: Regeneration & Environment
Lead Manager: Lorna Vertigan
Summary of findings:
In the long term the scheme aims to tackle issues with community cohesion caused by ASB

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Ensure new properties and public realm is designed and built to accessibility standards	A, D	Nov 2027
Ensure affected owners and businesses are given 121 advice to enable PCs to be identified and needs met	All	Summer 25
Ensure public realm designs take into account designing out crime principles to create a safer environment	All	Summer 25
Amend actions and impact analysis should any equalities questionnaires be returned	All	Complete
Continue to engage with the community and affected owners throughout the development and delivery of the scheme	All	Nov 2027

*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. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Simon Moss	Assistant Director, Planning, Regeneration & Transport	24/12/2024
Cllr Robert Taylor	Cabinet Member, Jobs & the Local Economy	20/12/2024

7. 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	9 th December 2024
Report title and date	Dinnington Compulsory Purchase Order – Officer Decision
Date report sent for publication	24 th December 2024
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	9 th December 2024