

## Appendix 2

### 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 properly considered 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: Rotherham Roads Programme</b>	
<b>Directorate:</b> Regeneration and Environment	<b>Service area:</b> Highways
<b>Lead person:</b> Richard Jackson – Head of Highways and Flood Risk	<b>Contact number:</b> 01709 823895 or <a href="mailto:Richard.jackson@rotherham.gov.uk">Richard.jackson@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>
If other, please specify	

2. Please provide a brief description of what you are screening
Rotherham Roads Programme

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>		No
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>		No
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>		No
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>		No
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?**

The Council is placed under a duty to maintain its highways by Section 41 of the Highways Act 1980. Section 58 of the Act allows the Council to mount a defence in actions against the Authority if it can demonstrate that it has taken reasonable care to ensure that the highway was not dangerous to traffic. The “Rotherham MBC Code of Practice for Highway Inspection and Assessment” assists the Council to robustly defend highway claims under Section 58 of “The Highways Act 1980”.

The RMBC Code of Practice for Highway Inspection and Assessment helps ensure roads are serviceable and safe. The consequence of a poorly managed and maintained highway network impacts directly on all road users, has a detrimental impact on the local economy and on user’s perceptions of the Borough.

The Highways Communication Strategy details how the Council will liaise with the various media outlets and social media portals, including the Council website, to make the wider community aware of the proposed works, provide a method for interested parties to influence works and allow regular updates during the progress of the schemes.

Issues relating to equalities has been addressed as part of the current Highway Repair Programme 2025/26 programme with the inclusion of measures to give access to the highway network for all disadvantaged groups.

The delivery of works that effect access to schools or places of worship are scheduled at a time to minimise disruption to all user groups. Often works near to or affecting access to a school are carried out during the summer school holidays or at nights.

- **Key findings**

The highway network is available for all residents, businesses, and visitors to the Borough. The Council make positive changes to the highway network to provide any disadvantaged groups with equal opportunity to access all aspects of the network.

The current indicative Highway Repair Programme 2025/26 includes a substantial schedule of works to improve access to the footway network. These measures provide visually impaired and wheelchair user’s equal access to the network.

The Highways Communication Strategy details how the Council will liaise with the various media outlets and social media portals, including the Council website, to make the wider community aware of the proposed works, provide a method for interested parties to influence works and allow regular updates during the progress of the schemes.

All residents, businesses, local Councillors, and relevant stakeholders are consulted prior to the delivery of schemes detailed in the proposed indicative Highway Repair Programme 2025/26.

All queries relating to access to properties or businesses are consider in the provision of the works. All additional requirements required to meet any specific needs of a group or

individual during the delivery of our works will be accommodated to encourage the continued access to the highway network.

Issues relating to equalities has been addressed as part of the proposed Highway Repair Programme 2025/26 programme with the inclusion of measures to give access to the highway network for all disadvantaged groups.

- **Actions**

The service levels specified within the “Rotherham MBC Code of Practice for Highway Inspection and Assessment” and the risk-based evaluation process acknowledges the different users of the public highway. The minimum investigatory levels specified within the CoP are provided as a guide. The vulnerability of all highway users, including cyclists and pedestrians to certain highway defects are reflected in the risk assessment carried out when deciding the category of the defect.

Issues relating to equalities has been addressed as part of the proposed Highway Repair Programme 2025/26 with the inclusion of measures to give access to the highway network for all.

The highway network is available for all residents, businesses, and visitors to the Borough. The Council make positive changes to the highway network to provide equal opportunity to access the network.

Residents, businesses, local Councillors, and relevant stakeholders are consulted prior to the delivery of schemes in their communities in the proposed indicative Highway Repair Programme 2025/26.

All queries relating to access to properties or businesses are considered in the provision of the works. All additional requirements required to meet any specific needs of a group or individual during the delivery of our works will be accommodated to encourage the continued access to the highway network.

Date to scope and plan your Equality Analysis:	13/01/2025
Date to complete your Equality Analysis:	20/01/2025
Lead person for your Equality Analysis (Include name and job title):	Andrew Saxton – Highway Asset and Drainage Manager

## 5. Governance, ownership and approval

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

Name	Job title	Date
Richard Jackson	Head of Highways and Flood Risk.	20/01/2025

## 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](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>	20/01/2025
<b>Report title and date</b>	Cabinet Report – Rotherham Roads Programme 2025-2026
<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>	18.03.2025
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	20/01/2025