

## 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	
<b>Equality Analysis title:</b> Full Business Case: Thrybergh Country Park	
<b>Date of Equality Analysis (EA):</b> 2 <sup>nd</sup> September 2024	
<b>Directorate:</b> Regeneration and Environment	<b>Service area:</b> RIDO / CST
<b>Lead Manager:</b> Lorna Vertigan / Neil Best	<b>Contact number:</b> 07748142833 (Lorna Vertigan)
<b>Is this a:</b> <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>  Proposal for the development and improvement of Thrybergh Country Park café.	

## 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
Nicola Glynne-Jones	RMBC	Project Manager
Tanya Shvab	RMBC	Project Manager

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

### **Aim/Scope (who the Policy/Service affects and intended outcomes if known):**

*This may include a group/s identified by a protected characteristic, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.*

This Business Case outlines the final proposal for Thrybergh Country Park that will:

- Appoint a principal contractor to facilitate the main works
- Refurbish the café and reconfigure the conservatory space at Thrybergh
- Improve the external area immediately surrounding the café through landscaping works

An initial screening exercise identified that there could be minor 'implications regarding the accessibility of services to the whole or wider community'. This has triggered a full analysis to identify and mitigate against any potential negative implications.

The analysis identified the potential impacts on the following PCGs:

- Age (accessibility for older people, safety for young children)
- Disability (accessibility during construction, design scheme)
- Pregnancy and Maternity (accessibility during construction, design scheme, access to services)
- Carers (accessibility)

Mitigations on negative impacts are discussed below.

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

As part of the original Outline Business case, we have previously used information available on the local area from the following sources:

- Integrated Household Survey (National Office for Statistics)
- Birth Summary Tables, England and Wales 2018, UK Statistics Authority
- Rotherham Data Hub (<https://www.rotherham.gov.uk/data/socio-economic>)

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

No

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

We have held discussions within the project team to discuss the likely impacts on PCG's throughout the project stages, including redevelopment and into full use.

We have liaised internally with the Equalities team to ensure all aspects have been considered and all impacts (both potential and actual) have been identified.

We have made contact with representatives of key community groups to brief them of the proposals and understand any positive or negative effects that they anticipate as a result of the project.

We have held 2x consultation events onsite at the park to give the public an opportunity to learn more about the proposals and offer their feedback. These events were successful and had circa. 200 visitors. Further events are to be held on the signing of the FBC to make the community aware of the final designs and the programme timelines.

All of the actions above are being reviewed whilst the project is progressing, and further considerations are being taken into account in relation to the scheme design, construction and management of the site:

- Accessibility, traffic management plans (physical accessibility, access to information, accessible design)
- Safety and security (particularly during redevelopment works, where there may be diversions in place)
- Environment (impact of construction and operation on noise, air quality and overall feel of the local environment)
- Severance (between communities and as a result of construction routes).

As recommended in the OBC, we will continue to review the Equalities impact process throughout the project at appropriate stages to determine any further likely impacts.

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

Customer and audience research and consultation has taken place across the Rother Valley and Thrybegh Country Parks in preparation of the original government funding bid and throughout the lifetime of the project. Both operations undertake a biannual survey of existing park users, building a profile of existing user habits and preferences and providing feedback and consultation on future developments. In Spring 2020, QA Research was commissioned to undertake detailed visitor surveys with a focus on both, regular visitors and those who do not currently frequent either park, with more than 400 in depth consultations completed.

	<p>In Summer/Autumn 2022, additional engagement with key stakeholders and visitors to the park was carried out.</p> <p>In November 2022 statutory consultation on the original planning application was carried out, planning permission was approved in February 2023.</p> <p>Further communication activities targeting the customers /stakeholders will be carried out following a final planning application submitted in November 2024 prior to the start on site. A conditional planning approval for the final design was obtained in January 2025.</p>
<b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b>	<p>Engagement in the early stages of the project took place with the project team including the Park Manager to determine the most appropriate design solutions based on user requirements. This has taken place throughout the design process and will continue to be monitored.</p> <p>Fortnightly project meetings have been taking place with the Countryside and Ecology manager who has an oversight of the country park operations and the Head of Service for the Commercial and Visitor experience, as well as the café staff, who continue to advise on the design and on the nature of the site operations during construction. Joint site visits are undertaken as necessary as and detailed discussions are held to determine the best course of action to take when a decision or a change are required.</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)*

This process will seek to ensure that positive outcomes on PCGs are maximised, and any negative impacts are mitigated appropriately.

The improvement of the facilities (café and surrounding area) at Thrybergh will vastly improve access to the café so that all PCGs can enjoy the park and make the most of the mental and physical benefits associated with spending time outdoors.

Accessibility arrangements have been looked into and incorporated in the design of the renovated café space in compliance with Part M of the Building Regulations. Accessibility enhancements such as a ramped access through the conservatory doors, improved

outdoor seating area including a fixed canopy to create a shaded area and offer some protection from the rain, improved circulation in both, the indoor and outdoor space have been incorporated in the design. Furniture requirements and accessibility features are being looked into.

Fully accessible unisex WC facilities have already been delivered in the café which were funded through the governments Changing Places Fund. This has provided a larger accessible toilet for severely disabled people, with equipment such as hoists, privacy screens, adult-sized changing benches, peninsula toilets and space for carers; as well as lowered counter sections to account for wheelchair users. These were implemented in early 2024. A further reconfiguration of the WC are and introduction of a toilet lobby will achieve increased privacy for all, including the people with disabilities.

Overall, the improvement of the levels / surfacing around the café, upgraded access into the café and accessible facilities and the café, lighting and wayfinding will benefit all PCGs once the site is operational by being entirely user-friendly, particularly for those with accessibility requirements including pregnant women, young children / older people and people with disabilities.

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

During construction, a reduced offer of refreshments will be provided from the current ice cream parlour and access will be provided throughout the site in order not to impede the park-visiting experience and views of the lake.

Accessible toilets will be available from a separate building which are part of the Changing Places Fund improvements.

Access to the wider park will remain ensuring appropriate signage and wayfinding is provided whilst the works are taking place.

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

Once the project is completed, the café facilities and the surrounding area will be greatly improved, and so access for pregnant women / carers and those with limited mobility or a disability will be enhanced. For example, this will be achieved by providing facilities which are on one level, via newly introduced access routes that are easy to navigate using a wheelchair / pushchair. These improvements will also benefit young children / older people who may require clearer wayfinding and even surfacing to navigate around the site.

**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 scheme will have a positive impact on community relations. The project will upgrade the existing facilities of a key community provision and safeguard it's use as a popular green space for years to come.

Local groups representing PCGs impacted will be consulted if required throughout the programme and good relations will be maintained with the neighbouring businesses via regular communication and mutually agreed access routes during construction. The preferred contractor is committed to the adequate mitigation of temporary disruption to public during the construction works.

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

<b>Title of analysis:</b> Thrybergh Country Parks
<b>Directorate and service area:</b> Regeneration and Environment, RIDO/CST
<b>Lead Manager:</b> Lorna Vertigan/ Neil Best
<b>Summary of findings:</b>
<p>A Screening and Full Equality Analysis has been completed to ensure that positive outcomes on Protected Characteristic Groups are maximised, and any negative impacts are mitigated appropriately. The main considerations are:</p> <ul style="list-style-type: none"> <li>Providing an upgraded and improved accessible modern café with safe and secure facilities that are DDA compliant.</li> <li>Creating a positive impact on the park as a whole, safeguarding its status as a key community asset.</li> <li>Ensuring the impacts on PCGs of the construction works are fully considered so that the main contractor can act responsibly.</li> </ul> <p>These will be further reviewed once the project progresses, and further considerations will be taken account of in the detailed design, construction and management of the site:</p> <ul style="list-style-type: none"> <li>Accessibility (physical accessibility, access to information, accessible design).</li> <li>Safety and security (particularly during construction where there may be diversions in place).</li> <li>Environment (impact of construction and operation on noise, air quality and overall feel of the local environment).</li> </ul> <p>It is recommended that the Equality Analysis process is reviewed and updated at appropriate stages throughout the project to determine any further impacts likely as a result of the development.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Accessible café designed and built: work with the designer/architects, accessibility consultants and Park Manager to create a cafe that is well-designed, accessible and safe.	A/D/PM/C	<b>December 2024</b>
Accessibility around the site during construction: work with successful main works contractor to ensure paths and access routes are not blocked or alternatives found for those who are pregnant/carers or have a disability.	A/D/PM/C	<b>July 2025 – November 2025</b>
Minimal negative impacts on park users as a result of the refurbishment works– incl. noise / dust / vibration suppression. Potential for mitigation measures to be stated by contractor at tender stage.	All groups	<b>July 2025 – November 2025</b>
Review Assessment at various stages of the project in case other potential impacts emerge once planning is approved and contractor selected.	All groups	<b>Throughout the project</b>

**\*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	
Councillor Williams	Cabinet Member	06/06/2025
Councillor Marshall	Cabinet Member	06/06/2025

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](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 Equality Analysis completed</b>	<p>September 2022</p> <p>Updated April 2023</p> <p>Updated October 2024</p> <p>Updated April 2025</p>
<b>Report title and date</b>	Thrybergh Country Park – Full Business Case and Tender Evaluation Report
<b>Date report sent for publication</b>	June 2025
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	13/05/2025