

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: Transport Capital Programme 2025/26 – entry of projects for Minor Works into the programme	
Date of Equality Analysis (EA): 15 th May 2025	
Directorate: Regeneration and Environment	Service area: Transportation Infrastructure Service
Lead Manager: Andrew Lee	Contact number: 01709 254489
Is this a: ☐ Strategy / Policy ☒ Service / Function ☐ Other If other, please specify	

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)
Andrew Lee	RMBC	Service Manager
Marc Hill	RMBC	Group Manager
Alice Mawer	RMBC	Engagement Officer

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, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The schemes in the programme are minor works and localised interventions, including items like new signs, road markings, and waiting restrictions. In their nature the interventions are designed to provide warning of risks and threats of the public highway to all highway users, but in particular those that are most vulnerable. The needs of the local population will be considered in the design of the scheme in the primary interest of making roads in Rotherham safer and easier to navigate.

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

Local and national data identifies a number of inequalities in respect of transport which will need to be considered in the development of the programme, some of which may be cause of or an effect of existing traffic and transport conditions. Headline inequalities identified are –

- Children, young people and the elderly are overrepresented amongst road traffic casualties relative to their population size;
- People with disabilities may face unique challenges in accessing transport, including the need for accessible infrastructure and services.
- Wheelchair and mobility scooter users express notably worse satisfaction with provision of safe and level crossing points, and obstruction of footways, than others;
- Men are overrepresented amongst road traffic casualties relative to the average;
- Access to cars is lower amongst people of non-White ethnicity, and amongst lower income households;
- People without access to cars travel significantly less far despite spending similar (but slightly lesser) amounts of time travelling compared to the average. They are also more dependent on non-motorised travel, and especially buses, for their mobility.
- Over 5 million people in the UK are caught in "transport poverty," where transport costs push them below the poverty line;
- There are significant disparities in transport infrastructure and availability between urban, suburban, and rural areas
- Poorly performing or inadequate transport systems contribute to social exclusion, poverty, poor health, and reduced quality of life, [according to Transport for the North](#).

The schemes in the programme are minor works and therefore not anticipated to make large scale difference. The schemes will be providing a positive benefit, but the consequences are likely to have marginal outcomes.

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

At this stage, there are no gaps in the information as this report is associated with the entry of schemes on to the Council's Transport Capital Programme, and all projects identified will require further development upon approval, where consideration will be given to Equality Impact on those with Protected Characteristics.

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

Individual schemes will be subject to their own assessment in terms of impact on communities/groups according to their protected characteristics as they are developed. Implications will depend on the detail each scheme, however, at this stage, no schemes entered onto the Minor Works Programme are expected to have a negative impact on communities/groups according to their protected characteristics, on account of the minor nature. This will be kept under review as schemes are developed.

Measures such as traffic signs and road markings are unlikely to impact on communities/groups according to their protected characteristics as they are already covered under National regulations, However, signs associated with Deaf Children will involve engagement with staff from the associated school to ensure appropriate installation.

Measures associated with the implementation or removal of Designated Disabled Parking bays will be covered by procedures where officers within the Service will contact individuals to discuss their requirements or otherwise for such a bay. Monitoring will take place internally around this programme of work to ensure any impact is limited. This will be based on feedback from individuals or the local community with any negative impact initially being reported at a Service level to be addressed appropriately.

Any electronic signage, such as Vehicle Activated Signs, must have Department for Transport approval for use on the highway, this includes the flash-rate of LED's to ensure they do not lead to epileptic seizures.

Works associated with physical alterations to the highway infrastructure, such as the footway improvements on Middle Lane South will be subject to local consultation and engagement exercises to ensure they meet the needs of users. This scheme is expected to have a positive impact on communities/groups according to their protected characteristics. The overall impact will be reported at Service level and used to inform future projects of this nature

All projects within this programme will require an Initial Equality Screening to be undertaken, in line with Part A, to ensure appropriate consideration has been given to those with Protected Characteristics, irrespective of the measures proposed.

Consultation on all schemes will be dependent upon their nature and may include Local Ward Members, Parish Councils, local community groups and residents. All schemes within the programme where a Traffic Regulation Order is required will be subject to formal consultation with Statutory Consultees, such as the Emergency Service, Public Transport Operators and Local Ward Members. Additional engagement will take place with Rotherham Sight and Sounds, together with any local groups associated with Protected Characteristics where identified through local engagement or appropriate contacts.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	All schemes entered into this programme have transpired from concerns raised within the local community, either from local residents or road users. These have then been assessed and prioritised in accordance with the Scoring Matrix associated with this programme of work, ensuring schemes manage expectations, and outcomes, whilst providing the greatest overall benefit to road users and the community. Further evaluation, prior to entry into the programme ensured projects are feasible and align with current policy. To date, no individual engagement has taken place in respect of these projects as this is planned for when more detail of the measures proposed will be available. Ensuring consultation and engagement activity seeks the view of groups with protected or other characteristics where there may be inequalities of which we are unaware and/or lack information at this time.
Engagement undertaken with staff (date and group(s) consulted and key findings)	To date this has aligned with the Transport Capital Programme 2025/26, which this programme of works forms part of. Future Engagement will be dependent upon the scheme proposed.

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)

Throughout the process of developing highway schemes, from concept to delivery, consideration is given to needs of different communities and groups at various stages. Including but not limited to;

- Initial community engagement with residents
- Attendance at local Community Action Plan (CAP) meetings and;
- Assessment of compliance with the latest design standards, for example Guidance on the use of Tactile Paved Surfaces.

Individual schemes will be subject to their own assessment to ensure they meet the needs of different communities and groups. This will include consultation with Local Ward Members, Parish Councils, local community groups and residents, where appropriate.

Measures such as traffic signs that warn of an approaching hazard, such as the presence of children with hearing impairment, whilst not materially reducing or protecting the hazard, aim to increase motorists' awareness. However, it should be noted that the provision of more signs, especially those based on public request, and not evidenced based, can be expected to reduce overall effectiveness and impact of traffic signs generally and this can be expected to have adverse (if immeasurable) impacts.

Measures associated with the implementation of Designated Disabled Parking bays are directly linked to meeting the needs of different communities and groups, by providing kerbside access to those with disabilities.

Works associated with physical alterations to the highway infrastructure within this programme are directly linked to meeting the needs of different communities and groups, by improving access arrangement for those with disabilities, such as improved public transport access and improved footway provision, this will also benefit those who have reduced mobility or sight due to age.

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

Works identified within the programme are unlikely to present any problems or barriers to communities or groups due to their relatively minor nature and are intended to meet the needs of communities or groups. Where appropriate, consultation / engagement exercises will take place with residents and community groups through letter drops, attendance at community group meetings, CAP meetings and on site discussions about the proposals aimed at reducing any problems or barriers

Temporary changes in road layouts, such as ramps and fencing, should be designed for those with mobility or vision impairments and installed correctly and securely in accordance with Chapter 8 of the Traffic Signs Manual (Traffic Safety Measures and Signs for Road Works and Temporary Situations), thus, reducing any barriers during implementation of the works on site.

Is there anything in place to mitigate these concerns?

Details of the works, especially those involving physical construction, will be relayed to residents and community groups, where applicable, with RMBC contact details to discuss any concerns. As can often be the case with physical changes to the highway infrastructure, individuals may be directly affected through restricted access to and from their properties. This will be managed on an individual basis for those affected and may include works taking place at specific times of the day to negate any impact or by providing temporary access arrangements.

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

The majority of requests received into the Service relate to existing barriers that have been identified by road users or communities, such as obstructive footway parking, speeding, or limited kerbside access for blue badge holders. Schemes put forward should address these through the introduction of a variety of intervention measures, the nature of these schemes will aim to remove barriers by introducing measures that counter the problems identified. This will vary depending on the works, but a selection of impacts is listed below:

1. Improved Accessibility:

- **Enhanced Kerbside Access:** By addressing limited kerbside access for blue badge holders, the programme ensures that individuals with disabilities can park closer to their property, improving their mobility and independence
- **Safer Footways:** Measures to prevent obstructive parking that significantly narrows the available width, or forces pedestrians into the carriageway, will make footways safer and more accessible for pedestrians, including those with mobility aids or strollers. Whist bollards in themselves narrow the footway, they will be set to ensure a minimum width of 1.1 metres is maintained for double buggies and mobility scooters.

2. Environmental Improvements:

- **Encouragement of Active Travel:** Safer and more accessible footways can encourage walking and cycling, promoting healthier lifestyles and reducing reliance on cars. Whilst the introduction of traffic signs can lead to sign clutter and localised narrowing of footways which can be of disbenefit to pedestrians, consideration will be given to using existing street furniture to reduce overall impact.

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)

When measures are proposed that may benefit one group at the expense of another, efforts will be made to mitigate any negative impacts. For instance, if waiting restrictions are introduced and they affect blue badge holders, several steps will be taken to minimise the impact:

- **Adjusting Operation Times:** Restriction times will be carefully considered to limit the overall impact on blue badge holders.
- **Alternative Parking:** Provision of alternative parking spaces, such as designated disabled parking bays, will be ensured to meet their requirements.
- **Limiting Scope:** The extent of the restricted area will be minimised to reduce inconvenience.

By implementing these strategies, the policy/service strives to ensure that all community members feel considered and supported, thereby enhancing overall community relations.

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: Minor Works
Directorate and service area: Regeneration and Environment
Lead Manager: Andrew Lee
Summary of findings:
Given that this report is associated with the entry of schemes on to the Council's Transport Capital Programme, all schemes progressed will be subject to initial equality Screening (Part A), with Part B undertaken where identified as being appropriate

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitoring of impact on communities or groups according to their protected characteristic to be undertaken through the progression of schemes	A, D, O (identified during the design and consultation phases)	March 2026

*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
Andrew Bramidge	Strategic Director Regeneration and Environment	9th June 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 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	29 th May 2025
Report title and date	Transport Capital Programme 2025/26 – entry of projects for Minor Works into the programme (10 th June 2025)
Date report sent for publication	2 nd June 2025
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	23 rd May 2025