

## 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 given proper consideration to 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

**Title:** Effingham Street – Town Centre Public Realm Update Report

**Directorate:** Regeneration and Environment

**Service area:** RiDO

**Lead person:** Melanie Clark

**Contact:** 01709 807837

Is this a:

☐

**Strategy / Policy**

☐

**Service / Function**

☒

**Other**

**If other, please specify**

**Implementation of public realm works in the town centre.**

### 2. Please provide a brief description of what you are screening

The Service is requesting to reallocate funding from the identified Capital Programme, Town Centre Investment Fund, and approval of proposed designs to enable the redevelopment of Effingham Street Public Realm as part of the last phase of the public realm works specified within the Town Centre Masterplan.

### 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>		X
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>	X	
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>		X
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>	X	
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>		X
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>		X
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 proposed plans for Effingham Street take equality and diversity in to consideration. The consultation process for the TC Masterplan, which took place in throughout 2019, a number of groups and external and internal stakeholders were contacted to ensure the needs of users are captured, considered and incorporated (where practicable) into the designs.

- **Key findings**

The proposed plans for the town centre will enhance the public open space(s) and provide opportunities for town centre users to socialise together. The improved open space will also provide additional areas to hold events in the town centre, further providing opportunity for increased social interaction. Equipment and furniture etc. will be selected to ensure it is accessible and suitable for all users.

Safety improvements will be made to ensure the town is a welcoming environment, including improved lighting. These improvements increase visibility, making it easier to identify and deter potential anti-social behaviour creating a safer and more inclusive community for everyone.

Liaison with appropriate stakeholder access groups will be undertaken and appropriate features incorporated within the design. Where existing ground levels and infrastructure allow, all paved surfaces will be designed to conform to current accessibility standards.

- **Actions**

To ensure the proposed redevelopment of Effingham Street Public Realm aligns with equality and diversity considerations, the following actions will be undertaken:

Regularly engage with relevant stakeholder access groups to ensure their needs are continuously considered throughout the project lifecycle. Organise public consultation events to gather input from the wider community, ensuring transparency and inclusivity in the decision-making process.

Provide training for staff involved in the project on equality and diversity principles to ensure they understand the importance of these considerations in their work.

Regularly monitor and report on the progress of the equality and diversity actions to ensure accountability and transparency within the project team and organisation.

## Appendix 3

Additionally, all equipment and furniture selected will be accessible and suitable for all users, and safety improvements such as enhanced lighting will be implemented to create a welcoming and inclusive environment. Regular engagement and reviews will be scheduled to monitor the impact on equality and diversity and make necessary adjustments.

A Full Equality Assessment will be completed at the Full Business Case stage in Q4 2026.

Date to scope and plan your Equality Analysis:	January 2026
Date to complete your Equality Analysis:	March 2026
Lead person for your Equality Analysis (Include name and job title):	Melanie Clark

### 5. Governance, ownership and approval

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

Name	Job title	Date
Lorna Vertigan	Head of Regeneration	08/04/2025
Melanie Clark	Project Manager	08/04/2025

### 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.

Date screening completed	04/04/2025
Report title and date	Effingham Street – Town Centre Public Realm Update Report
If relates to a Cabinet, key delegated officer	09/06/2025

### Appendix 3

<b>decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	04/04/2025