

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: Investing in our Community Facilities

Directorate: Finance and Customer Service

Service area: Property and Facilities Services

Lead person: Kevin Miller, Head of Compliance and Facilities

Contact: kevin.fisher@rotherham.gov.uk

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify

Cabinet report, indicating a range of works being undertaken in Community Facilities across the Borough.

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

This equalities screening assessment accompanies a cabinet report that sets out the Councils commitment to invest in a number of community buildings, initially over the next two years, through the investment of £600,000, already approved at Budget Council in March 2025. A part of the project will include engagement with Neighbourhood Teams and Community Groups to ensure that any impact is kept to a minimum, and options will be considered to workaround any events that are a high priority, again decreasing impact.

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>	Yes	
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 (short term)	
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>		No
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>	Yes (positive)	
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?**

Engagement and consultation will take place throughout the projects and individual "Part B" assessments will take place as part of the design phases of the projects.

Any impact will be identified through this process, and where possible, adjustments will be made to accommodate any identified need or requirements.

The work also includes a number of activities that will positively impact through the provision of Equality Act, via DDA assessments, ensuring buildings are inclusive for all users.

- **Key findings**

Each scheme will benefit from Equality Act 2010 (formally Disability Discrimination Act assessment) ensuring that works will include accessibility works, making buildings more inclusive.

Engagement and consultation will take place with community groups and Neighbourhood Teams at each site, prior to works commencing, understanding impact and need.

Additionally, equality impact assessments will be carried out at each project site prior to works commencing

- **Actions**

As above

Date to scope and plan your Equality Analysis:	Between 2025 and 2027, relevant to each project being undertaken
Date to complete your Equality Analysis:	As above
Lead person for your Equality Analysis (Include name and job title):	Kevin Miller

5. Governance, ownership and approval

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

Name	Job title	Date
Kevin Fisher	Assistant Director Property and facilities Services	30/07/2025
Kevin Miller	Head of Compliance and Facilities	30/07/2025

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 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	30/07/2025
Report title and date	Investing in our Community Facilities
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Kevin Fisher
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	30/07/2025