

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: Rotherham's Plan for Neighbourhoods	
Directorate: Regeneration & Environment	Service area: RiDO
Lead person: Megan Hinchliff	Contact number: 01709 289207
Is this a:	
☒ Strategy / Policy	☐ Service / Function ☐ Other
If other, please specify	

2. Please provide a brief description of what you are screening
Pride in Place is a UK government initiative that aims to empower local communities by providing them with long-term funding and tools to improve their areas and take control of their futures. This screening assesses the scope and delivery plan of the interventions as per Rotherham's proposed submission. The focus intervention areas of Rotherham's 10-year programme are:

Cohesion

Education and opportunity

Health and wellbeing

Regeneration, high streets and heritage

Safety and security

Work, productivity and skills

A full equalities analysis (Part B) will become required once the specific detail of the interventions emerges.

3. Relevance to equality and diversity

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

- **How have you considered equality and diversity?**

Equality and diversity within the PiP programme will need to be considered in the context of each individual intervention, once details of the interventions emerge.

Where the interventions may have an impact on equality and diversity, it is proposed that a further Equality Screening will take place, focused on that individual project to identify and mitigate any potential impacts. Where necessary, a full Equality Assessment will take place. Intervention delivery plans will need to include taking into consideration protected characteristics.

For example, if a proposed intervention could result in road closures being a requirement to undertake some improvements, this could impact on transport routes across the affected local area and therefore the impact on the people with such protected characteristics as disability and age will need to be considered.

Where consultation and engagement occurs with communities through the scheme development and design process, equality and diversity will be included as a key theme of consultation, as outlined in the [consultation ODR](#), to ensure that a representative range of opinions and voices are heard and listened to.

- **Key findings**

Through an earlier consultation, by working with Neighbourhood Teams and Voluntary Action Rotherham, the project delivery team have ensured that residents' voices meaningfully contribute to the development of the interventions within the PiP programme. It is as crucial to continue the same two-way engagement with the residents throughout the 10-year implementation of the scheme.

In line with this identified requirement, the team will continue promoting the scheme widely across the defined boundary area and neighbouring communities, encouraging active participation and engagement from all stakeholders, with a strong emphasis on equality, diversity, and inclusion.

Following the consultation, finalisation of the Regeneration Plan and its submission to MHCLG the team will need to feed back to the community on how their input has influenced decision-making. This will demonstrate that the residents' contributions are valued and help to sustain engagement beyond the consultation period, fostering trust, long-term relationships and future collaboration.

Such public engagement with the proposed changes and interventions for the benefit of the community, especially where the impacts on equality and diversity are concerned, will support the effort to bring all the stakeholders on board, positive perception of the change and also, the sustainability of the intended positive outcomes.

The activities associated with interventions will be carefully planned to ensure minimum disruption to all users. Interventions will be designed to meet the requirements of different

people and communities, which will consider barriers in relation to protected characteristics. For example, public realm improvements will assess the requirement for tactile crossings, dropped kerbs and widening of footpaths.

Please refer to the '4-year investment plan' contained within Appendix 1 'Rotherham's Regeneration Plan' to the Cabinet report for more detail on the focus areas of interventions.

• **Actions**

We will undertake the following actions to ensure that the implementation of the scheme is conducted in a way which promotes equality, diversity and inclusion:

- Keeping the public aware of progress delivery through a diverse range of communication channels, which will be undertaken in an open and transparent way to encourage all to express their views and opinions honestly and openly.
- Ensure the focus on accessibility and inclusion during the detailed development of the content for each focus areas of intervention for Rotherham's 10-year programme:
 - Cohesion
 - Education and opportunity
 - Health and wellbeing
 - Regeneration, high streets and heritage
 - Safety and security
 - Work, productivity and skills
- Methods of communication and engagement will be tailored to suit different groups, for example, young people, elderly and minority communities.
- Following the conclusion of each investment period of the programme further in-depth public engagement will be undertaken to review the priorities and ensure that each subsequent intervention directly addresses the key needs of the benefitting communities.
- Any concerns raised by residents, businesses, pedestrians and other users will be taken into consideration. Stakeholders will be involved in planned activities prior to interventions commencing so that consideration can be taken and necessary measures put in place to mitigate disruptions where possible.
- Consultation will continue throughout the delivery of the 10-year programme to ensure its positive impact on equality and diversity and the tracking of changing attitudes as the interventions take shape over the next decade.
- Where interventions may have an impact on equality and diversity, it is proposed that a further Equality Screening will take place, focused on that individual project to identify and mitigate any potential impacts. Where necessary, a full Equality Assessment will take place.

Date to scope and plan your Equality Analysis:

Following the submission of the Regeneration Plan containing the detail of interventions for investment period 1 to MHCLG at the end of November 2025

Date to complete your Equality Analysis:	as above
Lead person for your Equality Analysis (Include name and job title):	Ciara Jenkinson, Regeneration Strategy Manager

5. Governance, ownership and approval

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

Name	Job title	Date
Megan Hinchliff	Regeneration Programme and Strategy Manager	October 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	22/09/2025
Report title and date	Rotherham's Plan for Neighbourhoods November 2025 submission
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet meeting on 17 th November 2025
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	6 th October 2025