

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.

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| 1. Title | | |
| Title: Plan for Neighbourhoods Consultation | | |
| Directorate: R&E | Service area: RiDO | |
| Lead person: Ellie Slazak | Contact: Catherine Davis | |
| Is this a: | | |
| <input checked="" type="checkbox"/> Strategy / Policy | <input type="checkbox"/> Service / Function | <input type="checkbox"/> Other |
| If other, please specify: | | |

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| 2. Please provide a brief description of what you are screening |
| In December 2024, Rotherham Council's Cabinet approved the allocation of £2m of Council funding and £2m of South Yorkshire Mayoral Combined Authority (SYMCA) funding for the Our Places Fund scheme, focussing on enhancing and upgrading public spaces.. Borough-wide consultation and engagement with residents in October-November 2024 identified several key areas for improvement in local areas. Feedback included enhancing the surroundings of cenotaphs and memorials, as well as |

upgrading public spaces to create a more welcoming and accessible environment for pedestrians.

This screening assesses the consultation strategy and approach for the Our Places Fund consultation, which will provide residents with an opportunity to have their say on the proposed plans for the following agreed areas:

- **Swallownest** - Public realm improvements around Mason Avenue and Gray Avenue in response to residents' concerns around anti-social behaviour. Work will include removing overgrown shrubbery, creating pathways, repairing and repainting railings with additional lighting, and creating a better public space for the nearby housing estates.
- **Rawmarsh West** - Various locations across High Street and Haugh Road will benefit from public realm improvements, including repairs to damaged walls and upgraded seating areas.
- Honouring Rotherham's history and heritage, areas around cenotaphs, memorials and monuments in **Greasbrough, Dinnington, Treeton, Wentworth and Thrybergh** will be improved.

As this is the beginning of the consultation period, a full equalities analysis is not required at this stage but will be conducted later in accordance with the Council's corporate guidance.

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 | |

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| 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 Our Places Fund's overarching objective is to make the borough feel like 'Our Place', fostering a sense of shared ownership and pride. To achieve this, equality and diversity will be embedded throughout the consultation and engagement process.

We will take the following steps to ensure inclusive participation:

- Working closely with RMBC Neighbourhood Teams, we will use their local knowledge to identify areas and communities where engagement has historically been low. This includes individuals whose socioeconomic status, language, culture, or personal circumstances may create barriers to participation—such as people experiencing homelessness, those without internet access, non-English speakers, and older residents.

- Recognising that traditional engagement methods may not be accessible to everyone, we will explore and implement alternative approaches. This may include face-to-face, translated materials, visual aids, and community-led conversations to ensure that all voices can be heard.
- An in-depth stakeholder database will be developed to ensure that consultation efforts reach a wide and diverse audience. This will help us tailor our engagement strategies to meet the needs of different groups.
- All consultation events and activities will be designed to be open and accessible to everyone. Venues will be chosen to ensure there are no physical access restrictions, and materials will be available in multiple formats, including printed copies at libraries and community buildings.
- To maximise reach, consultation opportunities will be promoted through a variety of platforms—email, websites, social media, local newspapers, leaflets, and posters in public spaces and businesses. This ensures that residents who may not be digitally connected still have access to information and opportunities to participate.
- We will provide clear and timely feedback to communities, showing how their input has influenced decision-making. This reinforces the value of their contributions and helps build trust, long-term relationships, and future collaboration.

By embedding these practices, the Our Places Fund schemes will not only reflect the diverse voices of the borough but also actively work to reduce inequalities in participation.

- **Key findings**

By working with the Neighbourhood Teams, we are ensuring that residents' voices are meaningfully reflected in the development of the scheme.

We will promote the consultation widely across the identified ward areas and encourage active participation and feedback.

We will provide clear and timely feedback to the community on the outcome of the consultation. This will demonstrate that their contributions are valued and help to sustain engagement beyond the consultation period, fostering trust, long-term relationships and future collaboration.

- **Actions**

To ensure the consultation process is inclusive and reflective of the borough's diverse communities, we will undertake the following actions:

- The consultation will be conducted in a manner that encourages all individuals to share their views freely and honestly, fostering a respectful and inclusive dialogue.
- Sufficient time will be allocated to enable participants to contribute fully and meaningfully. Additionally, a comms plan will be produced to map out how and when comms and marketing are undertaken to ensure the consultation is promoted effectively and timely.
- We will ensure that consultation activities are accessible to everyone, taking into account language needs, physical mobility, and digital access. This includes providing translated materials, accessible venues, and non-digital options for participation.

- Engagement approaches will be adapted to suit the needs of different groups, including young people, older adults, and minority communities, ensuring that all voices are heard.
- All information shared during the consultation will be presented in plain, jargon-free language to ensure clarity and understanding across all audiences.

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| Date to scope and plan your Equality Analysis: | See above |
| Date to complete your Equality Analysis: | |
| Lead person for your Equality Analysis (Include name and job title): | Catherine Davis, Consultation & Engagement Manager |

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 | 20.11.25 |
| Ellie Slazak | Project Support Officer | 20.11.25 |

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.

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| Date screening completed | 17.11.25 |
| Report title and date | n/a |
| If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication | n/a |
| Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk | 20.11.25 |