

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 Gateway Progress to Full Business Case | |
| Directorate: Regeneration and Environment | Service area: Regeneration |
| Lead person: Lorna Vertigan | Contact number: Lorna.Vertigan@rotherham.gov.uk |
| Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other | |
| If other, please specify Full Business Case Funding Request | |

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

We are screening to identify any possible impacts to requesting funding for the full Business Case for Rotherham Gateway.

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.

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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? | | X |
| Could the proposal affect service users? | | X |
| Has there been or is there likely to be an impact on an individual or group with protected characteristics? | | X |
| Have there been or likely to be any public concerns regarding the proposal? | | X |
| Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? | | X |
| Could the proposal affect the Council's workforce or employment practices? | | X |

If you have answered no to all the questions above, please explain the reason

The Equality Screen Assessment has been completed to form part of the submission of a Cabinet Report to request funding to support the Full Business Case. There are no direct equalities implications. In the longer term, the Full Business Case will support the delivery of the Rotherham Gateway. Rotherham Gateway will increase growth and economic opportunities and takes into account equality across the borough and nationally. Rotherham Gateway is also a part of the wider Masterplan. The opportunities that could be provided by this scheme will have a positive impact on communities, groups and service users.

Separate Equality Screening Assessments will be completed at each point of the delivery of the Rotherham Gateway that will relate to each stage of the project, this will take into account the potential impacts at each stage.

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,

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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?**
- **Key findings**
- **Actions**

| | |
|---|-----|
| Date to scope and plan your Equality Analysis: | N/A |
| Date to complete your Equality Analysis: | N/A |
| Lead person for your Equality Analysis (Include name and job title): | N/A |

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 | 08.12.2025 |
| Maria Coyne | Senior Project Manager | 08.12.2025 |

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 | N/A |
| Report title and date | Rotherham Gateway Progress to Full Business Case |
| 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 – 16 th February 2026 |
| Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk | 08.12.2025 |