

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: Climate Emergency Annual Report

Directorate:
Regeneration & Environment

Service area:
Climate Change

Lead person:
Louise Preston

Contact:
Louise.preston@rotherham.gov.uk

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify: Annual report on climate activities undertaken by the Council.

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

The Climate Emergency Annual Report provides a report on progress in the last year and presents actions for the 2026/27 year. The report also recommends the approval of the corporate property decarbonisation plan and a number of new sites for the installation of electric vehicle infrastructure.

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?		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 majority of this report relates to past activity which have had no reported impacts to date. With regards to the decarbonisation plan, it is not expected that service users will be affected from the information available at present. It is expected that the works will be undertaken whilst the building is in use and heating systems will be replaced during low use periods. However, following procurement and design stages a full equalities assessment will be undertaken to ensure minimal impact. The works are either external, in non-service user accessible locations or can be undertaken at low impact times. There is the possibility that some sites, due to layout may impact access and egress but these will be assessed on a site basis as the works are procured. Any disruption will be short term and planned during off peak times.

A full equalities assessment has already been undertaken as part of the full programme of EV infrastructure installation and the actions included seek to minimise any impacts on service users. There is therefore no change to the equalities assessment in relation to this as it is just a continuation of the same works at different locations throughout the Borough. The content is amalgamated into the overarching annual report.

The continued Equalities actions for the EVI & decarbonisation programme as previously reported which still apply are as follows:

1. Ensure an Equalities Impact Assessment is undertaken for each property and EVI site.

2. Assessment of each EVI site and development to PAS1899:2022 standard.
3. Ensure consultation form remains open for the duration of the scheme to allow for resident feedback.
4. Continue to review the full programme for equalities impacts as part of the quarterly review of each action on the 2026/27 climate change action plan.
5. Ensure any staff accessing sites where vulnerable residents may be present meet safeguarding requirements such as DBS checks and contractor safeguarding protocols. This will be included as a requirement as part of any procurement.

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?**

- **Key findings**

- **Actions**

Date to scope and plan your Equality Analysis:	06/12/25
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Date to complete your Equality Analysis:	06/12/25
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Lead person for your Equality Analysis (Include name and job title):	Louise Preston Climate Change Manager
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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 & Facilities Services	19/12/25
Andrew Bramidge	Strategic Director, Regeneration & Environment	22/12/25

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.

Date screening completed	06/12/25
Report title and date	Climate Emergency Annual Report 13/04/26
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	13/04/26
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	06/12/25