

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: Street Cleansing and Fly Tipping Improvements		
Directorate: Regeneration and Environment	Service area: Regulation and Enforcement	
Lead person: Barry Connolly	Contact number: 07934232720	
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
<p>This screening relates to the Cleaner Streets Programme progress update, presented to Cabinet in April 2026. The report summarises:</p> <ul style="list-style-type: none"> • Delivery of the Rural Verge & Gateway Cleansing (RVGC) Team since mobilisation in October 2025 • Progress against rural verge targets (sites completed, tonnage, bag counts, hotspot intelligence) • Introduction of the gateway cleansing schedule (April–October)

- Recruitment of a second RVGC team (3 x Band C, 1 x Band D) already approved by Cabinet in March 2026, with recruitment commencing in early March 2026

This is not a new service proposal.

It is an update on previously approved investment and operational progress.

The only new activity relevant to this screening is recruitment into four new posts.

Recruitment will follow RMBC's corporate equality standards, including accessible job advertisements, objective shortlisting, unbiased interview processes, and reasonable adjustments where required.

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?		No
Could the proposal affect service users?		No
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	Yes	
Have there been or likely to be any public concerns regarding the proposal?		No
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect the Council's workforce or employment practices?	Yes	

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

Because recruitment of a new team is included, there is a minor and expected workforce-related relevance, but there are no concerns, because RMBC's existing HR procedures ensure equitable treatment and prevent discriminatory effects. There are no changes to public access, eligibility, or service availability

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 update does not propose changes to service delivery, eligibility or public access. It solely reports progress on work already approved. The only forward-looking element—recruitment of a second team—is fully governed by RMBC's equality and employment policies.

For recruitment:

- Inclusive job adverts and accessible language will be used
- Clear criteria ensure decisions are merit-based
- Reasonable adjustments will be offered to applicants who need support
- Bias-awareness for recruiting managers will be applied as standard
- Monitoring of workforce diversity will take place through HR systems

No negative impacts for protected characteristics have been identified.

Key findings

- The service update does not introduce new policy changes or service restrictions.
- The recruitment element carries only standard equality considerations, which are already managed through corporate HR policy.
- No protected group is negatively affected by the progress update or the planned seasonal work.
- Positive environmental improvements (cleaner verges, clearer footways, safer gateways) may indirectly benefit older residents, disabled people and people with mobility limitations.

Actions	
<ul style="list-style-type: none"> • Ensure recruitment for the second RVGC team follows RMBC's inclusive recruitment policy. • Continue to provide mandatory equality, H&S and safeguarding training to all operatives and officers. • No further equality actions are required because no policy or operational changes are proposed 	
Date to scope and plan your Equality Analysis:	18/02/2026 – Cabinet April 2026
Date to complete your Equality Analysis:	18/02/2026
Lead person for your Equality Analysis (Include name and job title):	Barry Connolly – Head of Environmental Services

5. Governance, ownership and approval

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

Name	Job title	Date
Barry Connolly	Head of Environmental Services	18/02/2026

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	18/02/2026
Report title and date	Cleaner Streets – Progress Update
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	18/02/2026