

## 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:** Authorisation to draw down £150,000 of the Pride in Place Phase 2 capacity funding

**Directorate:** Regeneration and Environment

**Service area:** RIDO

**Lead person:**  
Megan Hinchliff

**Contact number:**  
01709 289207

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

Programme support

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

Pride in Place will provide up to £20 million of funding for Maltby East, financially empowering residents to fund the improvements they want to see in their area. To support the initiation of the programme, this screening is for the decision to release

£150,000 of revenue capacity funding to provide programme support for the initiation of a community-led development programme in Maltby East.

**Building the Capacity of the Neighbourhood Board**

As part of the programme’s initiation, a Neighbourhood Board will be established to lead community engagement and develop a shared vision for Maltby East’s regeneration, set out in a Pride in Place Plan. The Board will be supported through training, expenses, room bookings, refreshments and dedicated secretariat support.

Given that the Board will act as the decision-making panel for this funding, it is essential to build members’ capacity and skill sets to enable meaningful, lasting change and advance equality. Ensuring the regeneration process is resident-led is vital, as local people are the experts in their own areas and lived experiences.

**Accountable Body Costs**

The capacity funding contributes to the salaries and fees of the accountable body. This falls under the remit of business as usual, meaning no equality analysis is needed at this stage.

**Communications and Consultations**

The capacity funding enables communications to make as many people as possible aware of opportunities that arise. Additionally, the capacity funding will resource the public consultation exercise that will take place as part of the development of the regeneration plan. A dedicated ODR and equality screening will take place, meaning no further analysis is needed at this stage.

A full equalities analysis (Part B) will be required once the Neighbourhood Board is established and the specific detail for community engagement is known.

**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
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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

*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?**

*(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)*

Pride in Place aims to alleviate geographic inequality by investing in the nation's most deprived areas. This programme has particular scope to make a difference for residents of Maltby East, which is amongst the top 20% most-deprived areas in the country ([IMD 2025](#)). Therefore, alleviating inequality and providing greater opportunities is central to the purpose of the programme.

To make changes that advance equality and opportunities for all, it is essential that decision-making is representative of the entire community. Therefore, a Neighbourhood Board makeup will be encouraged that represents all demographics and interest groups.

Additionally, measures will be taken to conduct community engagement that builds community influence and reaches those whose voices are seldom heard. Equality and diversity will be included as a key theme of consultation to ensure that a representative range of opinions and voices are heard and listened to.

As this is a community-led programme, specific details of Neighbourhood Board makeup and plans for community engagement will be determined by the MP and Neighbourhood Board. Once the Neighbourhood Board Chair is appointed, more details will be known, and a full equality analysis will be provided.

- **Key findings**

*(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)*

The £150,000 of capacity revenue funding will provide the resource needed for establishing a process for community-decision making that represents all groups.

Equal representation on the Neighbourhood Board is required for decision-making to represent all groups. Therefore, board roles will be advertised publicly across a variety of platforms, accounting for differing levels of digital skills/exposure, and providing a range of contact methods for the request of additional support with applications. The budget will cover support for board member participation, which could include expenses, childcare, and dedicated training for language or skills-building. Wide reaching promotion of board roles and provision of dedicated support will enable an inclusive board makeup that is representative of all groups.

The delivery team will continue to support the Board with promoting the scheme widely across the ward, encouraging active participation and engagement from all stakeholders. As plans for community engagement develop, there will be a strong emphasis on equality, diversity, and inclusion, thinking deeply about how to reach the entire community.

- **Actions**

*(think about how you will promote positive impact and remove/reduce negative impact)*

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.

An inclusive and representative Neighbourhood Board:

- A Board makeup will be encouraged that is representative of the geography.
- Board members will be recommended and resourced to attend training which covers equity and inclusion awareness for all demographics, including the protected characteristic groups.
- There will be funds allocated for any board member whose participation requires further skills training (i.e. English language or digital skills).
- There will be an expenses scheme to make participation more financially accessible.
- Barriers to board member participation will be continuously addressed as they arise.

Conducting wide reaching and representative community engagement:

- The public will be communicated with transparently through a diverse range of communication channels, encouraging them to express their views and opinions honestly and openly.
- Methods of communication and engagement will be tailored to suit different groups, for example, young people, elderly and minority communities.
- The public will be engaged with throughout the delivery of the 10-year programme to ensure its positive impact on equality and diversity and the tracking of changing attitudes.
- Where engagement may have an impact on equality and diversity, it is proposed that a further Equality Screening will take place to identify and mitigate any potential impacts. Where necessary, a full Equality Assessment will take place.

Date to scope and plan your Equality Analysis:	April 2026
Date to complete your Equality Analysis:	May 2026
Lead person for your Equality Analysis (Include name and job title):	Megan Hinchliff, Regeneration Programme and Strategy Manager.

## 5. Governance, ownership and approval

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

Name	Job title	Date
Person completing form: Hetty Oldfield	National Management Trainee.	20/02/26

Megan Hinchliff	Regeneration Programme and Strategy Manager.	19/03/2026

## 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](mailto: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.

<b>Date screening completed</b>	20/02/26
<b>Report title and date</b>	16/03/26
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	N/A
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	19 <sup>th</sup> March 2026