

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Feasibility Fund Allocation: Approval of the Gainshare grant funding to progress Innovation Gateway priority projects.	
Date of Equality Analysis (EA): 01/02/2026	
Directorate: Regeneration and Environment	Service area: RiDO - Regeneration
Lead Manager: Maria Coyne	Contact number: Maria.Coyne@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	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance		
Name	Organisation	Role (eg service user, managers, service specialist)
Laura Dryden	RIDO (Regeneration)	Project Support Officer
Maria Coyne	RIDO (Regeneration)	Senior Project Manager
Lorna Vertigan	RIDO (Regeneration)	Head of Regeneration

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)
 This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

This screening covers the draw down of Gainshare funding to support the development of the priority projects for phase 1 of ‘Innovation Gateway’, the masterplan for Rotherham Gateway Station. The aim/scope of the masterplan is to provide a framework for the development of the Rotherham Gateway Station quarter to the north of the town centre. In the long-term, this development will positively affect many of Rotherham’s residents providing improved transport links and economic opportunities.

Although the decision to approve the allocation of the Gainshare funding to progress Innovation Gateway priority projects in isolation does not trigger any impacts, there are potential future equalities impacts regarding public interest in the scheme and future implications for landowners. This will raise the need to do further consultation/monitoring to identify any equalities concerns from the public.

What equality information is available? (Include any engagement undertaken)

Rotherham Data Hub Data

Data from RMBC’s Rotherham data hub indicates that

- The wards immediately adjacent to the Rotherham Gateway site are among some of the most deprived in Great Britain with Rotherham East Ward having the highest level of child poverty, in the borough and includes LSOA that rank in the 10% most deprived, by IMD in the UK in June 2023.
- The immediately adjacent wards (and borough as a whole) also have statistically significantly higher than the national average number of individuals out of work due to long term sickness and disability.
- In terms of Sexual and gender identity, census data shows that the cluster of MSOA’s surrounding the town centre and Rotherham gateway station that has higher than borough average numbers of people who identify as other than straight or with their sex assigned at birth.

<ul style="list-style-type: none"> • The urban core of the borough that is most likely to be affected by the station development is also home to the highest concentration of individuals who identify as religious. • Rotherham’s urban core also has a significantly higher number of individuals from one or multiple ethnic minority backgrounds. • Rotherham’s urban core is also significantly younger than the rest of the borough. <p>Town investment Plan (previous engagement on this topic) It was highlighted in the consultation for the TIP that the Eastwood area of Rotherham town, which corresponds to LSOA’s and MSAO’s that are flagged above, particular disability, Multiple Index of Deprivation and age, currently suffers from a lack of connectivity, given the areas proximity to the Rotherham gateway development both positive and short-term negative impacts will be monitored and consultation will be undertaken where appropriate.</p>	
<p>Are there any gaps in the information that you are aware of?</p> <p>There are no gaps relevant to this decision that we are aware of. However, the service will continue to monitor and investigate any gaps that arise as they become apparent and or salient. Equality and Diversity will continue to be monitored as the project progresses.</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>Field Consulting have been appointed to manage the narrative and feedback for the Mainline Station. Public consultation and engagement have taken place through events and online activities. Consultation with stakeholders such as emergency services, utilities (Northern PowerGrid) has also taken place which will help inform construction/operational plans. Engagement with stakeholders including representatives from local business, education and community partners has also taken place via internal and external Boards – eg Town Deal Board. In the coming months, we will continue to work with stakeholders to obtain feedback before work starts on the Full Business Case and future stages of development.</p> <p>Consultation on the scheme will take place in an open and transparent way, encouraging all to express their views and opinions on the redevelopment plans. Individual conversations have taken place with those business owners and landowners that will be directly impacted by the scheme. The Council has already made good progress in negotiations with landowners for the Station site. Surveyors will be appointed to open discussions with landowners affected by the wider Masterplan. Initially, this will raise awareness of the scheme and direct owner to sources of further information or advice should they require it.</p> <p>Should acquisition by negotiation not be possible, the Council will explore the use of Statutory powers. During this process due regard will be given to the landowners and tenants rights under the ECHR/ Human Rights act 1998 as well as under the Equalities act 2010, to this end landowners and tenants will be included in the consultation process.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Town investment plan and levelling up (now Pathfinder) funding consultation- Residents Surveyed across the town centre and Eastwood areas strongly agreed or</p>

	<p>agreed with the broader town plan with 86% of town centre residents strongly agreeing with the proposals and 70% of Eastwood residents agreeing/ strongly agreeing with the proposals set out in the TIP. Surveys conducted in 2020 and published in January 2021.</p> <p>Relevant feedback from the virtual exhibition showed that there was demand for improved connectivity from Eastwood residents, and more broadly that ‘A mainline station is key to the success of Rotherham’ no equalities issues were highlighted during this process.</p> <p>Consultation and engagement with stakeholders, such as local business, education and community partners via internal and external boards.</p> <p>Consultation has also taken place with partners, including Network Rail and TfN. Feedback has been broadly positive, further consultation with stakeholders will be carried out as the scheme progresses.</p> <p>In relation to land included in the masterplan, consultation with landowners of sites deemed essential for the development of the core station itself has been ongoing since 2021. Consultation with landowners affected by the masterplan is currently being planned, and findings will be analysed when fully known.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>The draft Masterplan was circulated with internal teams for feedback. This included colleagues in Planning to explore possible implications for the long-term vision of the Masterplan. No equalities issues were explicitly highlighted during this process, feedback directed master planners to consider the quality impact of building and infrastructure design.</p>

<p>4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)</p>
<p>How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)</p> <p>The development of a new Station in Rotherham will enhance accessibility for all protected characteristic groups under the UK's Equalities Act. Improved transport links will facilitate easier travel for individuals with disabilities, older adults, and those with young children.</p>

Additionally, the station will promote economic growth, creating job opportunities for diverse communities, including ethnic minorities and women. Enhanced safety measures and inclusive design will ensure a welcoming environment for all, fostering social inclusion and reducing barriers to mobility.

There is a risk of public concern regarding this policy, specifically with regard to location as this has not been explicitly confirmed to date. There could also be an impact on individuals who immediately neighbour the site or have property interests within it.

Does your Policy/Service present any problems or barriers to communities or Groups?

The development of a new Station and wider master planning in Rotherham could present barriers to protected groups. At the construction phase, associated noise and disruption may impact individuals with disabilities, older adults, and those with health conditions. At this stage a more detailed Equalities impact assessment that will analysis any problems or barriers that this may pose will be completed

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

The Station and Masterplan in Rotherham will improve accessible transport links for a wide range of individuals with protected characteristics as well as improving the economic wellbeing of the town and borough over the long-term offering accessible employment opportunities around the Station site and further afield.

In an initial assessment the wider masterplan is considered to have a positive impact on groups with protected characteristics and the Borough as a whole. These benefits stem from the improvement to local public transport increasing accessibility to services, leisure and the job market for many with protected characteristics e.g. disabled people who are unable to drive, those accessing maternity and other health services. In addition, the Rotherham gateway development will provide direct national rail links which will open opportunities for those with protected characteristics to access a broader range of employment leisure and service opportunities throughout the region that previously may have been unavailable to them.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The development of a new mainline train station in Rotherham could significantly enhance community relations by improving connectivity and access to services, benefiting social inclusion. It will also stimulate long term local economic growth, creating job opportunities locally and increasing accessibility to regional and national labour market for residents. However, construction disruptions and property concerns could strain relations,

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particularly if not managed sensitively – this will be monitored carefully, and CEMP plans will be put in place.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Rotherham Gateway (Integrated Mainline and Tram-train) Station Masterplan
Directorate and service area: Regeneration
Lead Manager: Lorna Vertigan
Summary of findings:
The development of a new Station at Rotherham will benefit the Borough, including those with protected characteristics. Further consultation with local groups and communities will identify potential access needs and this will be incorporated into the next phases of design work. A detailed EIA is being prepared for the Outline Business Case and will be shared with colleagues once it is complete. Further work will take place at each stage of development. There is a risk that construction work could possibly have negative impacts on those with protected characteristics, but this will be monitored and controlled by a CEMP plan.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Conduct equality impact assessments as part of		

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Appendix 4

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Andrew Bramidge	Executive Director of Regeneration and Environment	
Cllr John Williams	Cabinet Member for Transport, Jobs and the Local Economy	

7. Publishing	
<p>The Equality Analysis will act as evidence that due regard to equality and diversity has been given.</p> <p>If this Equality Analysis 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.</p> <p>A copy 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.</p>	
Date Equality Analysis completed	02/02/2026
Report title and date	Feasibility Fund Allocation: Approval of the Gainshare grant funding to progress Innovation Gateway priority projects.
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	09/02/2026