

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 considered 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: Outline Business Case: Our Places Fund – Pedestrian Movement (Underpasses)	
Date of Equality Analysis (EA): 28 April 2026	
Directorate: Regeneration and Environment	Service area: RiDO
Lead Manager: Natalie Cockrell	Contact number: 01709 808047
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify:	
Proposal for improvements to pedestrian movement infrastructure, including refurbishment and safety enhancements to the College Road underpass.	

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)
Natalie Cockrell	RMBC	Regeneration Service Manager
Thomas Butler	RMBC	Project Support Officer
Tanya Shvab	RMBC	Project Manager

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, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.

The Outline Business Case summarises the proposal for improvements to the College Road roundabout underpasses, focused on enhancing lighting, visibility, drainage, improving paving, accessibility and overall pedestrian safety, as well as the experience of pedestrians, cyclists and wheelers transiting via the roundabout.

Consultation undertaken in 2024 identified safety, lighting, drainage and disrepair as key issues requiring intervention at this location.

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

As part of the development of the Our Places Fund projects, consultation was undertaken with the public between October 2024 and November 2024. The consultation was held online for one month, with an alternative option available for individuals with limited access to digital technology to submit their responses using a paper form.

Cabinet and Ward Members will be kept informed at appropriate stages through ongoing communications as the scheme progresses.

A further round of public engagement will be undertaken once design proposals have been developed, to ensure community feedback continues to inform the delivery and inclusivity of the scheme. These engagement activities have helped and will continue helping identify potential barriers to participation and will ensure that the scheme is being developed with consideration for accessibility and inclusion.

Are there any gaps in the information that you are aware of?

The location sits within Rotherham West and Boston Castle wards.

There is no up-to-date data of the use of the roundabout by people transiting on foot, by cycling or wheeling. Observationally, the location is frequently used for transit to the shops, religious sites and the town centre by the residents of the local communities from Ferham / Masbrough etc that do not necessarily have access to the car. This is confirmed by the informal consultation by the Project delivery team with neighbourhoods officers and Ward Members. It will be assessed at the stage of the feasibility study, in consultation with the Technical Lead, which data to collect through surveys for the scheme.

Public concerns raised during consultation correlate with the view of the Council officers responsible for the area as well as the police data.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

We have held discussions within the project team to discuss the likely impacts on groups with protected characteristics throughout the project stages, including redevelopment and into full use.

We will be liaising internally with the Equalities team to ensure all aspects are considered and all impacts (both potential and actual) are identified.

There is scope to undertake a further public consultation once the designs for the scheme have been produced. A public consultation on the early design has been factored in the project programme at this stage.

All of the relevant actions are being reviewed whilst the project is progressing, and further considerations will be taken into account in relation to the scheme design, construction and management of the site:

- Accessibility, traffic management plans (physical accessibility, access to information, accessible design / accessibility during redevelopment works, where there may be pedestrian flow diversions in place)
- Safety and security (particularly during redevelopment works, where there may be pedestrian flow diversions in place)
- Environment (impact of construction and operation on noise, air quality and overall feel of the local environment)
- Temporary/partial severance (between communities and as a result of construction works).

As recommended in the OBC, we will continue to review the Equalities impact process throughout the project at appropriate stages to determine any further likely impacts.

The project delivery team will be working with the contractor (which is yet to be appointed) through a relevant procurement procedure) to mitigate impact of things like temporary closures of underpasses to make sure they provide and clearly sign the diversion routes for the pedestrians, cyclists and wheelers

Engagement undertaken with customers (date and group(s) consulted and key findings)

- A month-long borough-wide Consultation and engagement event occurred between October and November 2024. A comprehensive stakeholder database was established to facilitate inclusive consultation with a wide and diverse audience, including representatives of Protected Characteristic Groups, enabling the

	<p>engagement approach to be tailored appropriately.</p> <ul style="list-style-type: none"> • To maximise reach, consultation opportunities were promoted through a variety of platforms including email, websites, social media, local newspapers, leaflets, and posters in public spaces and businesses. This ensured that residents who may not be digitally connected still had access to information and opportunities to participate. • Consultation activities were made accessible to all, taking account of language needs, physical mobility, and access to digital platforms through translated materials, accessible venues, and non-digital participation options. • In total, 187 responses were received with participants offering their views on the best ways to mitigate any negative impacts, resulting from our proposals. • Accessibility arrangements will be reviewed and will be incorporated in the designs as required. • Please refer to the December 2024 Cabinet report (Pages 321 - 341) for the detail of the public consultation.
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>N/A – all locations with proposed regeneration are not staffed.</p> <p>As a separate activity, neighbourhoods officers have been consulted on all proposed interventions to make sure these respond to the community needs. Specialist services have also been consulted to make sure the proposed interventions correspond with their priorities and expectations for the area. Such engagement with the Council staff will continue. The proposed interventions have been positively viewed by the staff and were deemed as highly desirable in this location.</p>

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

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)

This process will seek to ensure that positive outcomes for people with protected characteristics are maximised, and any negative impacts are mitigated appropriately.

The project is essential to enhancing the safety, accessibility and functionality of a key pedestrian underpass, ensuring it is welcoming, well-lit and easy to navigate. By addressing wear and tear, this initiative aims to modernise this area, ensuring it is fit for today's needs while sustaining assets for the future. This is a unique opportunity to carry out improvements that may not otherwise attract the required funding in the immediate future due to their localised nature.

The scope of the project primarily focuses on refurbishment and upgrade, the project delivery team do not anticipate any significant redesign, so the accessibility arrangements already in place will remain and will be improved. For example, this will be achieved by removing tripping hazards that exist in footpaths and cycleways (by relaying the paving and resurfacing), introducing better lighting, improving the sight lines etc.

The design is yet to be commissioned and it will start with a feasibility study that will be followed by a public consultation prior to it being finalised.

The aim of the consultation is to ensure that voices from across the community are heard, particularly those from diverse and under-represented groups, to help shape inclusive outcomes. This will be achieved by:

- Using local knowledge (for example, RMBC Neighbourhoods Teams) to identify where engagement has been weak and underrepresented groups including those whose socioeconomic circumstances language or culture mean that they may not usually feel listened to. This includes for example, those experiencing homelessness, no access to the internet, who do not speak English or the elderly.
- Exploring and utilising alternative ways of consultation, particularly where members of the community may struggle to access 'usual' methods of engagement.

The improvements will help address long standing safety concerns such as poor lighting, obstructed sightlines, drainage issues, and general disrepair issues that currently (indirectly) are conducive to Anti-Social Behaviour. The interventions are expected to have a positive impact on wider area by improving a location sitting on one of the key pedestrian / cycling and wheeling routes to and from the Town Centre and therefore will create a better experience for the residents in the RMBC's housing areas in the close vicinity.

The upgrades carried out in this location will significantly boost civic pride and strengthen community cohesion by transforming the underpass into a vibrant, well-maintained area. The overall aim is to revitalise and attract the community to previously overlooked areas, restoring a sense of pride in their neighbourhoods. Access for pregnant women / carers and those with limited mobility or a disability will be enhanced. For example, this will be achieved by providing facilities which are on one level, via improved access routes that are easy to navigate using a wheelchair / pushchair as well as improved paved surfaces. These improvements will also benefit young children / older people who may require clearer wayfinding and even surfacing to navigate around the site.

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

A comprehensive stakeholder database will be developed (with input from Ward Members and the Neighbourhoods Team) to support inclusive consultation and engagement, helping to ensure that information reaches a broad and diverse audience, including under-represented groups.

All consultation activities and events will be designed to be inclusive, accessible, and open to everyone. Promotion will take place across a range of communication channels to maximise reach, including email communications, website, social media platforms, local newspaper advertisements, and printed materials such as leaflets and posters displayed in local businesses and public buildings.

Printed copies of consultation materials will also be made available in accessible community locations, including libraries and community centres. Public events will be held in venues with no physical access restrictions and that are well-connected by public transport where possible.

The consultation process will be delivered in an open and transparent manner, providing opportunities for participants to express their views freely and honestly. Sufficient time will be allocated to allow for meaningful engagement and informed responses. Accessibility will be considered throughout, including language requirements, physical mobility needs, and varying levels of digital access.

Translation and interpretation support will be arranged where required. Engagement methods will be tailored to meet the needs of specific groups, such as young people, older residents, and minority communities, and all information will be shared in clear, jargon-free language to ensure it is easy to understand.

Communications Plan

A dedicated communications plan will be developed to support the consultation and ensure equality considerations are embedded in engagement activity. The plan will identify the most effective communication methods for different audiences, taking into account preferred formats, channels, language needs, and accessibility requirements.

It will also be used to identify any gaps in reach, particularly in relation to protected characteristics and hard-to-reach groups, and to put targeted actions in place to address these gaps. The communications approach will be reviewed throughout the consultation period to ensure it remains effective and responsive to feedback.

Access restrictions will be unavoidable for the duration of the construction works. Phasing plans will be scheduled as such to avoid any previously identified community days or events that would otherwise utilise the space to mitigate any disruption.

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

Once the project is completed, the underpass environment will be improved. Consideration during the design phase will ensure accessibility is prioritised and so access for pregnant women / carers and those with limited mobility or a disability will be enhanced. For example, this will be achieved by providing facilities which are on one level, via improved access routes that are easy to navigate using a wheelchair / pushchair as well as improved paved surfaces. These improvements will also benefit young children / older people who may require clearer wayfinding and even surfacing to navigate around the site.

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 scheme will have a positive impact on community relations. The project will upgrade a key pedestrian / cycling / wheeling route used by a wide mix of community members

Local groups representing people with protected characteristics impacted will be consulted as required throughout the programme and good relations will be maintained with the neighbouring businesses via regular communication.

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: Our Places Fund – Pedestrian Movement (Underpasses).
Directorate and service area: Regeneration and Environment, RIDO
Lead Manager: Natalie Cockrell
Summary of findings:
<p>A Screening and Full Equality Analysis has been completed to ensure that positive outcomes on Protected Characteristic Groups are maximised, and any negative impacts are mitigated appropriately. The main considerations are:</p> <ul style="list-style-type: none"> • Providing an upgraded, more accessible space for services users • Creating a positive impact on the community; improving the aesthetics and safeguarding usability of key pedestrian / cycling / wheeling routes. • Ensuring the impacts on people with protected characteristics of the construction works are fully considered so that the main contractor can act responsibly. <p>These will be further reviewed once the project progresses, and further considerations will be taken account of in the detailed design, construction and management of the site:</p> <ul style="list-style-type: none"> • Accessibility, traffic management plans (physical accessibility, access to information, accessible design / accessibility during redevelopment works, where there may be pedestrian flow diversions in place) • Safety and security (particularly during redevelopment works, where there may be pedestrian flow diversions in place) • Environment (impact of construction and operation on noise, air quality and overall feel of the local environment) • Temporary/partial severance (between communities and as a result of construction works).

The project leads will be working with the contractor (which is yet to be appointed through a relevant procurement procedure) to mitigate impact of things such as temporary closures of underpasses to make sure they provide and clearly sign the diversion routes for the pedestrians, cyclists and wheelers.

It is recommended that the Equality Analysis process is reviewed and updated at appropriate stages throughout the project to determine any further impacts likely because of the development. Another update to the EIA will be undertaken at the Full Business Case (FBC) stage once the design for the scheme is available.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Accessibility around the site during construction: work with successful main works contractor to ensure paths and access routes are not blocked or alternatives found for those who are pregnant/carers or have a disability.	A/D/PM/C	Timing of the works in 2027-28 will be determined by the procurement timeline
Minimal negative impacts on service users as a result of the refurbishment works– incl. noise / dust / vibration suppression. Potential for mitigation measures to be stated by contractor at tender stage.	All groups	Timing of the works in 2027-28 will be determined by the procurement timeline
Public consultation on the early design.	All groups	Timing of the consultation in 2027 will be determined by the procurement timeline
Review Assessment at various stages of the project in case other potential impacts emerge once planning is approved and contractor selected.	All groups	Throughout the project

***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

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	30/04/2026
Cllr Chris Read	Leader, Cabinet Member	28/05/2026
Cllr John Williams	Cabinet Member	05/05/2026

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

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.

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.

Date Equality Analysis completed	28 April 2026
Report title and date	Outline Business Case – Our Places Fund: Pedestrian movement (Underpasses)
Date report sent for publication	May 2026
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	01/04/26