

## 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	
<b>Title:</b> Rotherham Town Centre Strategic Sites Development – Stage 2	
<b>Directorate: Planning, Regeneration and Transportation</b>	<b>Service area: RiDO</b>
<b>Lead person: Nicola Glynn-Jones</b>	<b>Contact number: 01709254443</b>
Is this a:	
<input type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b> <input checked="" type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>	

2. Please provide a brief description of what you are screening
<p>This screening assesses the potential impacts arising from the Stage 2 activities associated with progressing the Strategic Sites Programme. At this stage, the work is focused on enabling the future development of identified strategic sites rather than undertaking any physical construction. Activities include:</p> <ul style="list-style-type: none"> <li>• Undertaking intrusive site investigations to inform ground conditions and requirements for future remediation of vacant or under-utilised sites.</li> <li>• Completing detailed viability appraisals and identifying suitable funding strategies to support future development.</li> </ul>

- Producing RIBA Stage 3 design concepts, refining development proposals to a level suitable for planning submission.
- Securing the necessary planning permissions for proposed development.

The purpose of the screening is to identify whether these enabling and investigative activities have any equality, environmental, or community impacts at this stage, and to ensure that any potential risks are understood and mitigated ahead of future development phases.

### 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

An in-depth equality impact assessment Part B will be carried out if and when any sites are taken forward as part of the strategic sites works.

At this stage, a detailed equality analysis is not required because the proposal relates only to early-stage technical and enabling activities, such as intrusive site investigations, viability assessments, design development, planning submissions, and securing

development finance, which do not alter services, affect service users, change access to facilities, or impact individuals or groups with protected characteristics. These activities are largely desk-based or highly controlled on-site surveys that have no meaningful implications for accessibility, service delivery, public engagement, procurement arrangements, or workforce. Any potential impacts on communities, protected groups, or service provision will arise only at later phases, when physical works, site changes, or development proposals are implemented. At that point, a full and detailed EIA will be completed to assess and mitigate impacts appropriately. Therefore, undertaking an in-depth assessment now would be premature, speculative, and disproportionate to the minimal level of impact at Stage 2.

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?**

N/A

- **Key findings**

N/A

- **Actions**

N/A

Date to scope and plan your Equality Analysis:	N/A
--	-----

Date to complete your Equality Analysis:	N/A
--	-----

Lead person for your Equality Analysis (Include name and job title):	N/A
---	-----

#### 5. Governance, ownership and approval

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

Name	Job title	Date
Simon Moss	Service Director Regeneration and Environment	05/06/2026

#### 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>	10/03/2026
<b>Report title and date</b>	Rotherham Town Centre Strategic Sites Development – Stage 2
<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>	<a href="#">Feasibility Fund Allocation: Strategic Sites</a>
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	10/03/2026