

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: Minor works	
Directorate: Regeneration and Environment	Service area: Transportation Infrastructure
Lead person: Andrew Lee	Contact: Andrew.lee@rotherham.gov.uk
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
Approval of schemes for inclusion within the Minor Works Programme, which delivers small-scale highway and traffic interventions such as signage, lining, pedestrian safety measures and waiting restrictions. These schemes aim to improve safety, accessibility and usability of the highway network for all users.

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? <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>	✓	
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>	✓	
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>	✓	
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>	✓	
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>		✓
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>		✓
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?**

The programme comprises minor works and localised highway interventions, including measures such as signage, road markings and waiting restrictions. While small in scale, these interventions are designed to improve safety, accessibility and usability across the public highway network.

The schemes aim to clearly communicate risks and support safer movement for all users, with particular regard to vulnerable groups such as disabled people, older people, children and those with mobility or sensory impairments.

The design of each scheme will take account of the specific needs and characteristics of the local population, informed by available data and local knowledge. This ensures that interventions contribute to reducing risk, improving accessibility and enabling safer, more inclusive travel within Rotherham.

- **Key findings**

Local and national evidence highlights a range of inequalities in transport and road safety, with certain groups disproportionately affected. These include children and young people, older people, disabled people, and communities in more deprived areas, who may experience higher levels of road safety risk or reduced accessibility. These inequalities may both influence, and be influenced by, existing traffic conditions and infrastructure.

While the individual schemes within the programme are small in scale, they are expected to deliver incremental but meaningful improvements to safety and accessibility. The cumulative effect of these interventions across the network has the potential to contribute to reducing identified inequalities and supporting safer, more inclusive use of the highway, particularly for vulnerable road users.

- **Actions**

In respect of all schemes, equalities implications will be considered through the design cycle of the projects. This will include assessing impacts on accessibility and safety for vulnerable and protected groups, using relevant data and local knowledge. Where potential adverse impacts are identified, design adjustments or mitigation measures will be incorporated to minimise these.

Date to scope and plan your Equality Analysis:	15 th May 2026
Date to complete your Equality Analysis:	30 th June 2026
Lead person for your Equality Analysis (Include name and job title):	Andrew Lee Service Manager, Local Traffic and Road Safety Schemes

5. Governance, ownership and approval

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

Name	Job title	Date
Lucy Hudson	Head of Transportation	15 th May 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	
Report title and date	Transport Capital Programme 2026/27 – entry of projects for Minor Works into the programme 15 th May 2026
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	16 th May 2026