

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: Transport Capital Programme 2026/27 – entry of projects for Minor Works into the programme	
Date of Equality Analysis (EA): 15th May 2026	
Directorate: Regeneration and Environment	Service area: Transportation Infrastructure Service
Lead Manager: Andrew Lee	Contact number: 01709 254489
Is this a: <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input 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)
Andrew Lee	RMBC	Service Manager
Damian Nightingale	RMBC	Engagement Officer
Joanne Hudson	RMBC	Engagement Officer

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.)

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.

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

Local and national data identifies a number of inequalities in respect of transport which will need to be considered in the development of the programme, some of which may be cause of or an effect of existing traffic and transport conditions. Headline inequalities identified are –

- Children, young people and the elderly are overrepresented amongst road traffic casualties relative to their population size;
- People with disabilities may face unique challenges in accessing transport, including the need for accessible infrastructure and services.
- Wheelchair and mobility scooter users express notably worse satisfaction with provision of safe and level crossing points, and obstruction of footways, than others;
- Men are overrepresented amongst road traffic casualties relative to the average;
- Access to cars is lower amongst people of non-White ethnicity, and amongst lower income households;
- People without access to cars travel significantly less far despite spending similar (but slightly lesser) amounts of time travelling compared to the average. They are also more dependent on non-motorised travel, and especially buses, for their mobility.

- Over 5 million people in the UK are caught in "transport poverty," where transport costs push them below the poverty line;
- There are significant disparities in transport infrastructure and availability between urban, suburban, and rural areas
- Poorly performing or inadequate transport systems contribute to social exclusion, poverty, poor health, and reduced quality of life, [according to Transport for the North](#).

The schemes in the programme are minor works and therefore not anticipated to make large scale difference. The schemes will be providing a positive benefit, but the consequences are likely to have marginal outcomes.

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

At this stage, there are no gaps in the information as this report is associated with the entry of schemes on to the Council's Transport Capital Programme, and all projects identified will require further development upon approval, where consideration will be given to Equality Impact on those with Protected Characteristics.

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

Monitoring of equality impacts will be undertaken on a proportionate and ongoing basis, reflecting the scale and nature of individual schemes within the Minor Works Programme.

- Scheme-level assessment: Each scheme will be subject to its own Equality Screening (Part A), ensuring that potential impacts on protected and vulnerable groups are identified, considered and recorded at the design stage.
- Design and delivery review: Equality implications, particularly in relation to accessibility and safety, will be reviewed as schemes are developed. Where potential adverse impacts are identified, these will be addressed through design modifications or mitigation measures.
- Stakeholder engagement and consultation: Monitoring will be informed through engagement processes, which may include Local Ward Members, Parish Councils, local residents, and relevant community groups. For schemes requiring Traffic Regulation Orders, formal consultation with statutory consultees will be undertaken. Engagement with specialist groups, such as Rotherham Sight and Sound and other organisations representing protected characteristics, will be undertaken where relevant.
- Targeted processes for specific interventions:
 - Designated Disabled Parking Bays will be managed through established procedures, including direct engagement with affected individuals to understand and respond to their needs.
 - Traffic signs, road markings and electronic signage will comply with national standards and approvals (e.g. Department for Transport requirements), ensuring they are safe and appropriate for all users, including those with sensory impairments.

- Feedback and issue monitoring: Any feedback, concerns or complaints from members of the public or stakeholders will be recorded and reviewed at a service level. Where equality-related impacts are identified, appropriate action will be taken to address these.
- Ongoing review: Although schemes are generally minor in nature and not expected to result in significant negative impacts, this assumption will be kept under review as schemes are developed and delivered, ensuring that any emerging impacts on protected groups are identified and managed appropriately.

This approach ensures that equality considerations are not only embedded at the design stage but are continuously monitored, evidenced and responsive throughout the lifecycle of the programme.

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

Schemes within the Minor Works Programme are identified in response to concerns raised by local communities, including residents and road users. These concerns are assessed and prioritised using the programme’s Scoring Matrix, which ensures a consistent and transparent approach to scheme selection, balancing community need, safety considerations and overall benefit.

At this stage, schemes have also been subject to an initial feasibility assessment to confirm alignment with current policy and deliverability. Equality considerations are inherent in this process, particularly where issues relate to road safety, accessibility or the needs of vulnerable users.

Individual engagement has not yet been undertaken, as schemes are currently at an early stage and specific design details are not sufficiently developed to support meaningful consultation. Engagement and consultation will be carried out as schemes progress, ensuring that the views of local communities, including individuals and groups with protected characteristics, are actively sought and considered.

This approach will help to identify any disproportionate impacts, including those not currently evident, and will ensure that scheme design is responsive to the needs of all users.

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

To date this has aligned with the Transport Capital Programme 2026/27, which this programme of works forms part of.

Future Engagement will be dependent upon the scheme proposed.

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)

Throughout the process of developing highway schemes, from concept to delivery, consideration is given to needs of different communities and groups at various stages.

Including but not limited to;

- Initial community engagement with residents
- Attendance at local Community Action Plan (CAP) meetings and;
- Assessment of compliance with the latest design standards, for example Guidance on the use of Tactile Paved Surfaces.

Individual schemes will be subject to their own assessment to ensure they meet the needs of different communities and groups. This will include consultation with Local Ward Members, Parish Councils, local community groups and residents, where appropriate.

Measures such as traffic signs that warn of an approaching hazard, whilst not materially reducing or protecting the hazard, aim to increase motorists' awareness. However, it should be noted that the provision of more signs, especially those based on public request, and not evidenced based, can be expected to reduce overall effectiveness and impact of traffic signs generally and this can be expected to have adverse (if immeasurable) impacts.

Measures associated with the implementation of Designated Disabled Parking bays are directly linked to meeting the needs of different communities and groups, by providing kerbside access to those with disabilities.

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

Works identified within the programme are unlikely to present any problems or barriers to communities or groups due to their relatively minor nature and are intended to meet the needs of communities or groups. Where appropriate, consultation / engagement exercises will take place with residents and community groups through letter drops, attendance at community group meetings, CAP meetings and on site discussions about the proposals aimed at reducing any problems or barriers

Temporary changes in road layouts, such as ramps and fencing, should be designed for those with mobility or vision impairments and installed correctly and securely in accordance with Chapter 8 of the Traffic Signs Manual (Traffic Safety Measures and Signs for Road Works and Temporary Situations), thus, reducing any barriers during implementation of the works on site.

Is there anything in place to mitigate these concerns?

Details of the works, especially those involving physical construction, will be relayed to residents and community groups, where applicable, with RMBC contact details to discuss any concerns. As can often be the case with physical changes to the highway infrastructure, individuals may be directly affected through restricted access to and from their properties. This will be managed on an individual basis for those affected and may include works taking place at specific times of the day to negate any impact or by providing temporary access arrangements.

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

The majority of requests received into the Service relate to existing barriers that have been identified by road users or communities, such as obstructive footway parking, speeding, or limited kerbside access for blue badge holders. Schemes put forward should address these through the introduction of a variety of intervention measures, the nature of these schemes will aim to remove barriers by introducing measures that counter the problems identified. This will vary depending on the works, but a selection of impacts is listed below:

1. Improved Accessibility:

- **Enhanced Kerbside Access:** By addressing limited kerbside access for blue badge holders, the programme ensures that individuals with disabilities can park closer to their property, improving their mobility and independence
- **Safer Footways:** Measures to prevent obstructive parking that significantly narrows the available width, or forces pedestrians into the carriageway, will make footways safer and more accessible for pedestrians, including those with mobility aids or strollers. Whist bollards in themselves narrow the footway, they will be set to ensure a minimum width of 1.1 metres is maintained for double buggies and mobility scooters.

2. Environmental Improvements:

- **Encouragement of Active Travel:** Safer and more accessible footways can encourage walking and cycling, promoting healthier lifestyles and reducing reliance on cars. Whilst the introduction of traffic signs can lead to sign clutter and localised narrowing of footways which can be of disbenefit to pedestrians, consideration will be given to using existing street furniture to reduce overall impact.

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)

When measures are proposed that may benefit one group at the expense of another, efforts will be made to mitigate any negative impacts. For instance, if waiting restrictions are introduced and they affect blue badge holders, several steps will be taken to minimise the impact:

- **Adjusting Operation Times:** Restriction times will be carefully considered to limit the overall impact on blue badge holders.
- **Alternative Parking:** Provision of alternative parking spaces, such as designated disabled parking bays, will be ensured to meet their requirements.
- **Limiting Scope:** The extent of the restricted area will be minimised to reduce inconvenience.

By implementing these strategies, the policy/service strives to ensure that all community members feel considered and supported, thereby enhancing overall community relations.

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: Transport Capital Programme 2026/27 – entry of projects for Minor Works into the programme
Directorate and service area: Regeneration and Environment
Lead Manager: Andrew Lee
Summary of findings:
Given that this report is associated with the entry of schemes on to the Council's Transport Capital Programme, all schemes progressed will be subject to initial equality Screening (Part A), with Part B undertaken where identified at being appropriate

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitoring of impact on communities or groups according to their protected characteristic to be undertaken through the progression of schemes	A, D, O (identified during the design and consultation phases)	March 2027

*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 Regeneration and Environment	Date

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	29 th May 2025
Report title and date	Transport Capital Programme 2026/27 – entry of projects for Minor Works into the programme (June 2026)
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	15 th May 2026