

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:

Temporary Market Rents

Directorate:

Regeneration and Environment

Service area:

RiDO – Economic Development

Lead person:

Martin Beasley

Contact number:

07586454186

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify Temporary financial intervention to support market traders

2. Please provide a brief description of what you are screening

This screening relates to the decision to introduce temporary rent subsidy and support arrangements for traders relocating from the Indoor Covered Market (ICM) to the Outdoor Covered Market (OCM) as part of a planned refurbishment programme. The proposal includes a one week rent free period during relocation, a three-month rent-free grace period following reopening, the introduction of temporary flat-rate rents, and a rent protection mechanism to ensure no trader pays more than their existing rent levels until April 2027. Utilities will be charged on a pass-through basis.

The purpose of this intervention is to support trader viability, maintain occupancy, and sustain economic activity during a period of disruption associated with regeneration works.

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>		X
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>		X
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>		X
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>		X
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>		X
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>		X

If you have answered no to all the questions above, please explain the reason

Accessibility of services to the whole or wider community

The proposal does not reduce or restrict access to services for the wider community. Although traders are required to relocate temporarily as part of the regeneration programme, the market service itself will continue to operate. The introduction of a

comprehensive financial support package, including rent-free periods and a rent protection mechanism, ensures that traders are able to continue trading throughout the transition period. This approach maintains occupancy levels and protects the availability of goods and services relied upon by local residents. As a result, the proposal safeguards, rather than diminishes, accessibility

Could the proposal affect service users?

The proposal does not adversely affect service users, as it has been specifically designed to maintain continuity of service during a period of disruption. Without intervention, relocation could result in reduced trader participation and a decline in the range of services available to customers. However, the provision of rent-free periods, reduced rental rates, and a cap ensuring no trader pays more than their existing rent enables businesses to remain operational. This protects the diversity, affordability, and availability of the market offer. Therefore, any potential disruption is temporary and effectively mitigated, meaning service users are not negatively impacted.

Impact on individuals or groups with protected characteristics

The proposal does not create a disproportionate impact on individuals or groups with protected characteristics. The financial support measures are applied consistently across all traders, ensuring equitable treatment. The design of the scheme specifically addresses financial pressures associated with relocation, which is the primary risk that could otherwise lead to unequal outcomes. By ensuring that no trader is financially worse off and by reducing cost pressures during the transition period, the proposal mitigates potential disadvantages that could affect more vulnerable groups. Consequently, the intervention is neutral to positive in its effect and does not result in discrimination, harassment, or victimisation.

Public concerns regarding the proposal

There is no evidence of significant public concern associated with the proposal. The development of the support measures has been informed by ongoing engagement with traders and relevant stakeholders. The proposal is designed to prevent business failure, support continuity, and maintain the vitality of the market, all of which are outcomes aligned with public interest. By proactively addressing the risks associated with relocation, the Council has reduced the likelihood of concern or challenge. Therefore, the proposal is not expected to generate adverse public reaction.

Impact on how services are organised, provided, located, or by whom

The proposal does not fundamentally change how services are organised or provided, nor does it introduce equality impacts in this regard. While there is a temporary relocation of traders, the service itself continues in an alternative location and remains accessible to the public. The financial support package ensures that traders are able to continue operating during this period, thereby maintaining consistent service provision. There are no changes to eligibility, commissioning arrangements, or service providers. The changes are temporary and operational in nature and do not give rise to equality concerns.

Impact on the Council's workforce or employment practices

The proposal does not affect the Council's workforce or employment practices. Market traders operate as independent businesses and are not employees of the Council. The measures set out in the proposal relate only to rental arrangements and financial support

during relocation and do not involve any changes to staffing structures, employment terms, or human resources policies. As such, there are no equality implications in relation to the Council's workforce.

Overall, the proposal represents a supportive, time-limited intervention that mitigates the risks associated with relocation, ensuring that no trader is financially disadvantaged and that services to the community are maintained without disproportionate impact on any group.

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?**

- **Key findings**

- **Actions**

Date to scope and plan your Equality Analysis:

Date to complete your Equality Analysis:

Lead person for your Equality Analysis
(Include name and job title):

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 for Planning, Regeneration and Transport	3 rd June 2026

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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	3 rd June 2026
Report title and date	Temporary Market Rents
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	24 th June, 2026
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	3 rd June 2026