

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: Delivery of the Shopfront Grant Scheme

Directorate: R&E

Service area: RiDO

Lead person: Simeon Leach

Contact number: 0794 990 1043

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify – Grant fund scheme for improvement to business units on the borough's high streets

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

The Scheme will provide funding to bring unused units back into use and improve the exterior of existing businesses on high streets in the borough.

A number of priority areas have been identified, but buildings anywhere in the borough will be considered on a case-by-case basis.

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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		

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 scheme is targeted at a number of priority areas, which are likely to benefit most from bringing empty buildings back into use and improving the overall standard of buildings, potentially including making them more accessible to the disabled and elderly and others with protected characteristics, on the high street. These priority areas/wards are:

- Boston Castle/Town Centre
- Dalton and Thrybergh
- Dinnington
- Wath
- Swinton
- Maltby
- Rawmarsh East
- Rawmarsh West
- Thurcroft and Wickersley South

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

Improving the shops and other business units within the targeted areas, will help promote pride in the local area, enhance accessibility to the buildings, provide better services (within buildings brought back into use) and improve the look and perception of the area, within and without the local community.

The scheme has already operated during the 2025/26 financial year, though in less areas. The programme was evaluated, including input from those businesses receiving grants, and the delivery revised accordingly. Though changes have been relatively minor,

such as now including bringing empty buildings back into use.

- **Actions**

The scheme will be delivered in these areas through the High Street Advisers, three of whom are currently being recruited to the Business Investment team in RiDO.

They will work closely with local businesses, community group and the Council's Neighbourhoods team, to ensure that any works undertaken will meet the wider needs of the community, including people with protected characteristics.

We will seek to link any support to businesses with the potential for local employment through the Pathways to Work programme

Date to scope and plan your Equality Analysis:	10 th July 2026
Date to complete your Equality Analysis:	31 st July 2026
Lead person for your Equality Analysis (Include name and job title):	Simeon Leach Service Manager Economic Strategy

5. Governance, ownership and approval

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

Name	Job title	Date
Simeon Leach	Service Manager Economic Strategy	
Claire Green	Business Investment Manager	
Martin Beasley	Head of Economic Development	

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	8 th June 2026
Report title and date	Delivery of the Shopfront Grant Scheme
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	08/06/2026