

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: Proposed Road humps on St. Johns Avenue and Woodlaithes Road, Sunnyside	
Date of Equality Analysis (EA): 20th July 2026	
Directorate: Regeneration and Environment	Service area: Transportation
Lead Manager: Richard Pardy	Contact number: 01709 822549
Is this a: ☐ Strategy / Policy ☒ Service / Function ☐ Other If other, please specify	

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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 (Local Schemes and Road Safety)
Simon Quarta	RMBC	Engineer
Richard Pardy	RMBC	Engineer

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Service affects and intended outcomes if known)

This service was initiated following concerns raised by residents and was submitted by Wickersley North Members as part of the Local Neighbourhood Road Safety Programme. This service is expected to have a positive impact on road safety and vehicle emissions in the area, benefiting all residents in the area.

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

Residents, Dalton Parish Council, Ravenfield Parish Council, Local Council Members and Statutory PE12 consultees were contacted regarding this scheme.

No concerns were raised by anyone with the protected characteristics of Age, Disability and Pregnancy/Maternity.

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

None

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

Continued dialogue between Members, Parish Councils and the RMBC transportation service allow residents to raise issues with this scheme once it is implemented.

Engagement undertaken with customers. (date and group(s) consulted and key findings)	• Ward member informal consultation - 17th March 2025 – no concerns raised. • South Yorkshire Police - 17th March 2025 – no concerns raised. • South Yorkshire Fire Service - 17th March 2025 – no concerns raised. • South Yorkshire Passenger - 17th March 2025 – no concerns raised. • Yorkshire Ambulance Service 23rd September 2025 – no objections raised • Road Hauliers Association - 17th March 2025 – no concerns raised. • Logistics UK - 17th March 2025 – no concerns raised. • South Yorkshire Safety Cameras – no concerns raised. • Sheffield Royal Society for the Blind – no concerns raised. • Rotherham Sight and Sound – 17th March 2026 no concerns raised. • Formal resident consultation - 17 March 2026, with a notice placed in the Rotherham Advertiser and notices placed on street lighting columns. No concerns were raised about the impact of the scheme on those with affected characteristics
Engagement undertaken with staff (date and group(s) consulted and key findings)	None, does not affect ongoing RMBC operations

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?

Consideration was given to protected groups throughout the planning of this scheme, with a specific focus on mitigating impact on vulnerable and mobility impaired road users.

No other negative impacts on protected groups are foreseen, positive impacts of this scheme are improved road safety and a possible reduction in carbon emissions with a subsequent improvement in air quality.

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

There is a potential for unintended barriers to arise if signage associated with the scheme is not appropriately positioned. In particular, poorly placed signage on narrow footways could obstruct movement for pedestrians, especially those with disabilities, mobility impairments, wheelchair users, or people with pushchairs. This risk has been identified and will need to be carefully managed through the detailed design and implementation stages. With appropriate mitigation in place, including adherence to relevant accessibility guidance and careful placement of street furniture, these risks can be minimised.

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

Improved local road safety will positively impact mobility impaired road users crossing St John's Avenue and Woodlaithes Road, with lower vehicle speeds are linked with improved pedestrian safety.

What affect will the Policy/Service have on community relations?

The service will have no impact on 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: Proposed Road humps on St. Johns Avenue and Woodlaithes Road, Sunnyside
Directorate and service area: Regeneration and Environment
Lead Manager: Richard Pardy
Summary of findings:
Scheme will present a positive impact for vulnerable road users by improving local road safety by reducing vehicle speeds.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Undertake a post-implementation review of scheme once the road humps have been installed. Where concerns are raised outside of this review period, the Council currently operates a mechanism for residents and stakeholders to raise concerns or report accessibility issues, via an on-line reporting form or direct contact with officers in the Councils Transportation team.	D (Disability), A (Age) and Pregnancy/Maternity (PM)	Within 12 months of scheme implementation, with ongoing monitoring thereafter

***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 Lee	Service Manager, Local Schemes and Road Safety	21/07/2026
Andrew Bramidge	Executive Director, Regeneration and Environment	
Simon Moss		

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	21 st July 2026
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Report title and date	Proposed Road humps on St. Johns Avenue and Woodlaithes Road, Sunnyside – 27 th July 2026
Date report sent for publication	27 th July 2026
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	21 st July 2026