

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: Maltby Towns and Villages Public Realm Improvements	
Date of Equality Analysis (EA): 09/03/2026	
Directorate: Regeneration & Environment	Service area: RiDO
Lead Manager: Lorna Vertigan	Contact number: 07748142833
Is this a: ☐ Strategy / Policy ☐ Service / Function ☒ Other	
If other, please specify Proposal for public realm improvements to the High Street in Maltby as part of the Towns and Villages initiative.	

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)
Lorna Vertigan	RMBC	Project Sponsor
Natalie Cockrell	RMBC	Service Manager
Melanie Clark	RMBC	Project Manager

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, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The Outline Business Case summarises the proposal for improvements to the High Street, including how it potentially affects residents, visitors, businesses, and users of Maltby High Street. It is particularly relevant to disabled people, older residents, carers, and parents with prams. The intended outcome is to improve accessibility, safety, and ease of movement, creating a more inclusive and welcoming high street environment for all users.

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

An Initial Equality Screening Assessment is available, as well as consultation feedback received during scheme development.

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

No

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

Monitoring will be undertaken through ongoing project review and feedback during and after delivery. Accessibility and usability of the High Street will be monitored, regarding impacts on disabled people, older residents, parents, and carers. Any issues identified will be addressed as part of a post-delivery review and ongoing management of the public realm.

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

Consultation was undertaken in March 2024, with further engagement sessions held on 12 September 2024 and 7 October 2024 with local residents, including disabled people, older residents, and parents or carers with prams. On both September and October dates, sessions were delivered during both daytime and evening periods to enable participation from a wider range of attendees, including those with work or caring commitments.

	Across these sessions, participants consistently raised concerns regarding uneven footway surfacing and associated trip hazards, highlighting the impact on mobility, accessibility, and safety. Feedback from disabled participants and older residents particularly emphasised difficulties navigating existing surfaces, while parents and carers noted challenges when using prams. This feedback has directly informed the scheme design, with a focus on improving surfacing quality, reducing trip hazards, and creating a more accessible and inclusive public realm.
Engagement undertaken with staff (date and group(s) consulted and key findings)	N/A

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)

The proposal meets the needs of different communities by improving accessibility, safety, and ease of movement along Maltby High Street. Smoother footways and improved crossings particularly benefit disabled people, older residents, and parents or carers, supporting inclusive use of the public realm for all users.

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

While temporary disruption may occur during construction activities, these impacts can be mitigated through appropriate planning and site management.

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

Improving footway conditions, pedestrian crossings, and overall accessibility can remove existing barriers caused by uneven surfaces and trip hazards, particularly benefiting disabled people, older residents, and parents or carers.

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)

There is an expected overall positive effect by improving accessibility, safety, and the quality of the public realm for a wide range of users. There are no negative impacts expected

regarding community relations, or activity perceived as benefitting one group at the expense of another.

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: Towns and Villages Maltby High Street Public Realm Improvements
Directorate and service area: Regeneration & Environment, RiDO
Lead Manager: Lorna Vertigan
Summary of findings:
An Initial Equality Screening Assessment has been completed and identified that the proposed public realm improvements to Maltby High Street are expected to have an overall positive impact on equality. The main considerations identified are: • Improving accessibility and ease of movement for high-street users, particularly disabled people, older residents, and parents or carers with prams, through upgraded footway surfacing and improved pedestrian crossing points. • Providing a safer and more welcoming environment by reducing trip hazards, improving pedestrian routes, and enhancing the overall quality of the public realm. • Recognising that short-term disruption may occur during construction and that appropriate measures will be required to minimise impacts and maintain safe access for all users. These considerations will continue to be considered as the project progresses, with equality impacts reviewed as part of detailed design and site delivery, particularly in relation to: • Accessibility of pedestrian routes during and following construction. • Safety for high-street users where construction activity is taking place. • Maintaining inclusive access to the High Street for all users during works.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Accessibility around the site during construction: work with successful main works contractor to ensure paths and access routes are not blocked or alternatives found for those who are pregnant/carers or have a disability.	A/D/PM/C	Throughout project delivery to commence August 26
Minimise negative impacts on service users because of the improvement works incl. noise / dust / vibration suppression.	All groups	Throughout project delivery to commence August 26
Review Assessment at various stages of the project in case other potential impacts emerge once contractor selected and works start on site.	All groups	Throughout project delivery to commence August 26
Ongoing monitoring of the high street condition following completion of works, including consideration of accessibility, surfacing quality and general user experience. Establish a mechanism for residents and service users to provide feedback post-implementation (e.g. through Council reporting channels or targeted follow-up engagement), with any issues reviewed and addressed where feasible.	All groups	Post-completion and ongoing following project delivery

***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
Simon Moss	Assistant Director	tba
Andrew Bramidge	Executive Director	tba
Cllr John Williams	Cabinet Member	22/07/2026

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	03/09/2026
Report title and date	Towns and Villages Maltby High Street Public Realm Improvements
Date report sent for publication	30/06/2026
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	25/06/2026