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: Maintained Schools Capital Investment Strategy and Long-Term Maintenance Plan (LTMP) 2027-2030	
Directorate: Corporate Services	**Service area:** **Property and Facilities Services**
Lead person: Kevin Miller	**Contact:** Kevin.miller@rotherham.gov.uk
Is this a: ☐ **Strategy / Policy** ☒ **Service / Function** ☐ **Other** **If other, please specify**	

2. Please provide a brief description of what you are screening
The report seeks Cabinet approval for the development and implementation of a Long-Term Maintenance Plan (LTMP) for the Council's maintained school estate. The proposal establishes an evidence-based approach to assessing building condition, statutory compliance, lifecycle replacement requirements and future capital investment priorities across maintained schools, nurseries and the Pupil Referral Unit. It does not approve specific construction projects, service changes or reductions in service provision. At this stage, no negative impacts have been identified for any protected characteristic group. The proposal focuses on the development of asset intelligence,

condition surveys and long-term investment planning that will support the Council's ability to maintain safe, compliant and accessible educational environments. Once the LTMP is finalised a full EIA will be completed for the scheme and presented as a future Cabinet report.

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?		no
Could the proposal affect service users?		no
Has there been or is there likely to be an impact on an individual or group with protected characteristics?		no
Have there been or likely to be any public concerns regarding the proposal?		no
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		no
Could the proposal affect the Council's workforce or employment practices?		no

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?**

Ensuring through future works consideration is given to service and school disruption with Protected groups considered.

The proposal is expected to have a positive or neutral impact across these groups by supporting the continued provision of school buildings that are safe, operational, accessible and fit for educational use.
The proposal supports the Council's responsibilities to provide safe and appropriate environments for the delivery of education and contributes positively to the wellbeing, dignity and safety of children, young people, school staff and visitors

- **Key findings**

This assessment concludes that:
No disproportionate adverse impacts on any protected characteristic groups have been identified at this stage.
As the Long-Term Maintenance Plan develops and individual investment priorities emerge, detailed project-specific Equalities Impact Assessments will be completed where appropriate. Equality considerations, including accessibility requirements and the needs of protected groups, will continue to inform future investment decisions and subsequent Cabinet reports.
Screening Outcome
- No major equality impacts identified at this stage.
- Full Equality Impact Assessment not currently required.
- Equality considerations to be reviewed as the LTMP develops and future investment decisions are brought forward.

- **Actions**

Impact on Children, Young People and Vulnerable Groups
The maintained school estate supports children and young people throughout the borough, including pupils with Special Educational Needs and Disabilities (SEND) and other vulnerable groups.
The LTMP will assist the Council in:
- Maintaining safe learning environments.
- Reducing the risk of building failures that may disrupt education.
- Supporting accessibility improvements where identified through condition surveys and future investment planning.
- Prioritising compliance works that contribute to the health, safety and wellbeing of pupils, staff and visitors.
- Supporting equality of access to education through the maintenance of suitable school accommodation.

At this point, a Part B is not yet needed as this is the development of principles and plan, with no impact as evidence and data is gathered to inform that plan. An Equality Analysis will be complete at the stage of submitting the formal plan to Cabinet in Spring 2027.	
Date to scope and plan your Equality Analysis:	30/11/2026
Date to complete your Equality Analysis:	Est. 30/5/2027
Lead person for your Equality Analysis (Include name and job title):	Kevin Miller

5. Governance, ownership and approval

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

Name	Job title	Date
Kevin Fisher	Service Director Property and Facilities	19/10/2026

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	14/10/2026
Report title and date	Maintained Schools Long-Term Maintenance Plan (LTMP)
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	16/11/2026 (Cabinet)
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	14/10/2026