

## 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   |   |
|--|---|
| <b>Title: Transport and Highways Capital Programme 2020/21</b> |   |
| <b>Directorate:<br/>Regeneration &amp; Environment</b>         | <b>Service area:<br/>Transport Infrastructure</b>             |
| <b>Lead person: Andrew Moss</b>                                | <b>Contact number: 01709 822382</b>                           |
| Is this a:   |   |
| <input type="checkbox"/> <b>Strategy / Policy</b>              | <input checked="" type="checkbox"/> <b>Service / Function</b> |
|  | <input type="checkbox"/> <b>Other</b>                         |
| <b>If other, please specify</b>                                |   |

| 2. Please provide a brief description of what you are screening   |
|---|
| Approval for Transport and Highways Capital Programme 2020/21 to deliver the Council's statutory duties and priorities with regard to highways improvements, maintenance and road safety. |

| 3. Relevance to equality and diversity |
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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?<br><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> | Yes |    |
| Could the proposal affect service users?<br><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>  |     | No |
| Has there been or is there likely to be an impact on an individual or group with protected characteristics?<br><i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>                          | Yes |    |
| Have there been or likely to be any public concerns regarding the proposal?<br><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>                          | Yes |    |
| Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?<br><i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>                    |     | No |
| Could the proposal affect the Council's workforce or employment practices?<br><i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>   |     | 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?**

Highways are available to all and there will therefore be implications for everyone, including an individual or group with a protected characteristic. Equality and diversity will need to be considered as each of schemes are consulted on and developed further to ensure the needs of individuals are met.

- **Key findings**

This is a budget approval report for the whole transport infrastructure capital programme for a year and carries no direct implications for individual or group with protected characteristics. Access and use of the highway must be available to the general public 24/7 and this is supported in highway law.

While there is a budget head entitled "Accessibility" that is Department for Transport terminology relating to walking and cycling rather than directly to provision of access for any individual or group with protected characteristics.

- **Actions**

It would not be appropriate to complete an equality analysis at this stage. However, as individual schemes are consulted on equality analyses will be completed where needed.

|  |  |
|--|--|
| Date to scope and plan your Equality Analysis:                       | To be confirmed as each scheme is developed further. |
| Date to complete your Equality Analysis:                             | To be confirmed as each scheme is developed further. |
| Lead person for your Equality Analysis (Include name and job title): | To be confirmed as each scheme is developed further. |

## 5. Governance, ownership and approval

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

| Name        | Job title                                | Date                         |
|-------------|--|------------------------------|
| Tanya Lound | Corporate Improvement and Risk Officer   | 13 <sup>th</sup> August 2020 |
| Andrew Moss | Interim Head of Transport Infrastructure | 13 <sup>th</sup> August 2020 |
|             |  |                              |

## 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](mailto: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.

|  |  |
|--|--|
| <b>Date screening completed</b>  | 13/08/2020                                       |
| <b>Report title and date</b>   | Transport and Highways Capital Programme 2020/21 |
| <b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b> | 16 <sup>th</sup> September 2020                  |
| <b>Date screening sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>                        | 13 <sup>th</sup> August 2020                     |