

## 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:</b> Sale of HRA Land - Eldertree Road Garage Site	
<b>Directorate:</b> Adult Care, Housing & Public Health	<b>Service area:</b> Strategic Housing & Development Services
<b>Lead person:</b> Jane Davies, Head of Strategic Housing & Development Zahara Siddique, Housing Development Coordinator	<b>Contact number:</b>
Is this a:	
<input type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b>
	<input checked="" type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>	

2. Please provide a brief description of what you are screening
The sale of council owned land at Eldertree Road, Thorpe Hesley. The land is currently an active garage site and provides the only access to adjacent land at Eldertree Lodge. The sale of the garage site will enable 24 new homes by a private developer on the adjacent site.

### 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>		NO
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>	YES	
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>	YES	
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>	YES	
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>		NO
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>		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?**

*(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)*

It is proposed to sell the garage site at Eldertree Road to a private developer to provide an access to the adjacent site and enable 24 new homes. The new homes will help to contribute to meeting housing need in the local area.

The sale and subsequent closure of the garage site will impact those tenants who currently rent the garages.

Closure of the garage site may generate complaints so we have contacted the tenants to provide early notification prior to serving a formal Notice to Quit, this included a questionnaire to understand their current use of the garage so that tailored support can be provided to any individuals facing difficulty as a result of the garage closure.

Local ward members have been consulted on the proposals and their feedback taken into account, and members of the public have been consulted via the planning process.

- **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)*

There are no known specific requirements for the below protected characteristics;

- Sex
- gender reassignment
- race
- sexual orientation
- civil partnerships and marriage

Some residents may require the use of a garage site close to their property for storing a vehicle due to mobility issues however the Council has identified that most of the tenants have parking facilities at their own properties and so any negative effects from the loss of the garage will be minimal. Where a specialist need has been identified the Council will

address these on a case by case basis to provide the most suitable solution to address the need.

The sale of the garage site will enable the development of 24 new homes including the provision of two affordable bungalows that the Council intends to purchase for council rent, to be offered to older people on the Council's Housing Register. Providing new affordable homes will increase access to suitable housing for those in need as bungalows are accessible and allow people to live independently for longer.

• **Actions**

*(think about how you will promote positive impact and remove/reduce negative impact)*

- A full equality analysis will be completed to help explain the decision
- The council's housing register will be monitored to check the impact it will have, which is expected to be positive.

Date to scope and plan your Equality Analysis:	18/05/2021
Date to complete your Equality Analysis:	18/05/2021
Lead person for your Equality Analysis (Include name and job title):	Zahara Siddique, Housing Development Co-ordinator.

### 5. Governance, ownership and approval

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

Name	Job title	Date
Jane Davies	Head of Strategic Housing and Development	24 <sup>th</sup> May 2021

### 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>	18/05/2021
<b>Report title and date</b>	Sale of HRA Land - Eldertree Road Garage Site
<b>If relates to a Cabinet, key delegated officer</b>	Cabinet – 19 <sup>th</sup> July 2021

<b>decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	24 <sup>th</sup> May 2021