

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: Forge Island Delivery	
Date of Equality Analysis (EA): 28 February 2022	
Directorate: Regeneration and Environment	Service area: Planning, Regeneration and Transport
Lead Manager: Tim O’Connell	Contact number: 01709 254563
Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> / Other If other, please specify A regeneration project	

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)
Tim O'Connell	RiDO	Service Manager
Andrew Fairest	Muse Developments Ltd	Developer
Laura Stapleton	RMBC	Acting Corporate Improvement and Risk Officer
Tanya Lound	RMBC	Acting Corporate Improvement and Risk 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, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The regeneration of Forge Island is intended to create a leisure destination in the town centre that is accessible to residents of Rotherham and visitors to the town.

To deliver the scheme the Council agreed to enter into a development agreement with Muse Developments Ltd.

Planning permission for a scheme was granted in June 2020 and the Council has completed the first phase of enabling works to allow the scheme to proceed.

The site has been marketed to occupiers and pre-let agreements secured with The Arc Cinema and Travelodge and heads of terms have been agreed with two restaurants.

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

Contextual information from a range of sources, including the 2011 Census and the Council Plan consultation, is provided below.

Population

- Rotherham has a population of 265,000 of which 2,662 are resident in the town centre (mid-2020 estimates taken from ONS)
- The population is ageing; Rotherham has 52,000 people aged 65 years or over or 19.7% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.
- Rotherham's BAME population is very concentrated in the inner areas of the town whilst the outer areas were 96% White British in 2011. 42% of BAME residents live in areas that are amongst the 10% most deprived in the country and for some groups the figure is higher. This compares with the Borough average of 19.5%.
- The age and gender profile of the town centre population is set out below

Age range	Male	Female	TOTAL
0-15	248	221	469
16-29	380	303	683
30-44	464	280	744
45-64	364	159	523
65+	124	119	243
All Ages	1,580	1,082	2,662

Health and Wellbeing

- Rotherham had 56,588 people with a limiting long-term health problem or disability in 2011, with 11.3% saying this limits their activity a lot, compared with the average of 8.3% nationally.
- In the Council Plan consultation, in response to the question on what would have the biggest positive impact on wellbeing and quality of life, men (30%) and those without a disability (27%) were more likely to state environmental improvements (23% overall), while more women and those with a disability stated 'More things to do in the community' (16% women, 22% with disability, 13% overall).

Economy

- Rotherham has a polarised geography of deprivation and affluence with the most deprived communities concentrated in the central area whilst the most affluent areas are to the south, although the overall pattern is complex.
- In the consultation for the Council Plan, 45% of respondents stated there were not enough job opportunities in their area, as opposed to 19% who stated there were enough. Those with no disabilities were more likely to state there were enough job opportunities in their area (21%) than those with disabilities (15%), with female respondents more likely to be unsure about the opportunities (37%), than men (32%).

Consultation

The Town Centre Masterplan has been subject to wide consultation with business and stakeholder groups. A public event was held in All Saint's Square on 28th June 2017 attended by 75 people over the course of the day. Feedback was wide ranging but there was a clear desire to see improvements in the town centre including a stronger leisure offer to serve the needs of local people who currently needed to travel to other centres to access facilities. The consultation also highlighted safety and the management of anti-social behaviour as important priorities.

Further consultation included a meeting with Rotherham Older People's Forum at Talbot Lane Methodist Church which highlighted a need for new developments to be older person friendly, to include more seating with and provide easy level access wherever possible

and with good connections to public transport. Consultation with the Looked After Children's Council focused on the need for things to do in the town centre and the importance of creating a safe environment. The consultation emphasised a cinema as being an important attraction that is missing from the town centre offer for young people.

Rotherham Sight and Sound group were consulted on public realm proposals in the town centre on 16th January 2020. The group highlighted the importance of design in ensuring public spaces are accessible including the choice of materials, surface finishes, improved lighting and accessible seating

Our Rotherham, Our Borough consultation and engagement to inform the new Council Plan took place from 9th August to 19th September 2021 to seek the views of Rotherham residents and other local stakeholders. The consultation included focused groups, short interactions, online and postal survey and Rotherham Show, with over 1,300 interactions taking place in total across all methods of engagement

The short interactions and focus groups aimed to make up some of the engagement gaps, by engaging stakeholders working with some of the groups whose views were underrepresented in the survey, and those sharing protected characteristics.

Throughout the whole consultation and engagement, a common theme was a desire to see Rotherham town centre vibrant, flourishing, clean, safe and attractive to all. There were many suggestions as to how this may be achieved including incentives such as free parking, reduced rents to encourage a wide range of shops and businesses, improved safety and security measures in certain areas, plus investments made to attract families with children, and young people into the town centre.

Linking to messages concerned with the town centre, retaining business and encouraging trade and industry into the area, were responses concerned with local jobs for local people. Street scene matters were also frequently mentioned for the town centre and across the borough.

Many expressed a desire for a wider range of "decent" shops, more activities for families with young children, and greater accessibility for disabled and those with sensory impairments.

Of the children and young people consulted, young people wished for Rotherham town centre to be a place that people want to visit, for there to be more shops, activities, and places for young people to go. They also spoke about wanting to feel safe and secure in the town centre.

Results from the Rotherham Residents Survey comprising a sample of 503 adults who were polled between 8th and 22nd June 2021 showed that 24 per cent of respondents felt 'very optimistic' or 'fairly optimistic' about the future of Rotherham town centre (as they did about the future of the wider borough.) Forty-one per cent of respondents were not optimistic at all about the town centre, slightly more than in the previous survey. People aged 25-34 years were most likely not to be optimistic at all, whilst young people aged 18-24 years were the most optimistic. Low skilled workers were notably more optimistic than professional and managerial workers.

<p>Are there any gaps in the information that you are aware of?</p> <p>Information is available on the town centre and town centre masterplan but focused consultation on the specific design proposals of the Forge Island scheme have not been carried out. This is to be included in the action plan as part of this assessment</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>It is proposed to establish a feedback process for when the site has been completed 3+ months using both surveys face to face meetings with representative groups. This is to be included in the action plan as part of this assessment.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>The concept of a leisure led redevelopment is one of the main proposals in the Town Centre Masterplan which has been the subject of consultation with business and stakeholder groups, Rotherham Together Partnership, Rotherham Older People’s Forum and the Looked After Children’s Council. A public event was held in All Saint’s Square on 28th June 2017. Key findings from these engagements are included in the section above</p> <p>Subsequently consultation on the specific scheme proposals has been carried out at Rotherham Show in both 2019 (7th & 8th Sept) and 2021 (3rd to 5th Sept) feedback was positive in support of the scheme with most people expressing a desire to see it delivered as soon as possible.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>The development of Forge Island will have a positive impact for staff, particularly those that are Rotherham residents and those that work in the Town Centre.</p>

<p>4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)</p> <p>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)</p> <p>Careful consideration has been given to the needs broad range of groups of people including those with protected characteristics who will use the development for purposes outlined below to ensure that the proposed development promotes social inclusion:</p>

- Visitors to the buildings and members of the public accessing services
- Workers/employees using the buildings
- People using the associated public realm
- People using the neighbouring commercial units
- People using the car parking facilities
- Residents accessing the proposed residential buildings

Feedback from consultations has been considered by the design team and aspects of the design have been developed in response to these considerations to ensure that all people have free access to use the development:

- Creation of active public spaces that encourage the feeling of a safe and welcoming environment
- Providing level access to all buildings in the new development from a number of points around the town centre reinforcing a gold route strategy
- The decision on the location of the main entrance to the buildings - based on the proximity and visibility from the adjoining public transport and primary pedestrian routes
- Providing clear and legible routes past the development that are suitable for all pedestrians, wheelchair users and people with prams or buggies
- Providing pictogram signs that reinforce the routes through the site for people with difficulties in reading text
- Providing appropriate lighting, recognised tactile surfacing and sufficient contrast between floor and wall surfaces for people with visual acuity difficulties
- Providing accessible parking bays in the car park areas
- Providing wheelchair accessible lifts - with lobbies, refuges, corridor and door widths sized to ensure that they are wheelchair accessible

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

The project is intended to create an inclusive, safe and welcoming environment for all users of the development.

The Forge Island Regeneration project will act as a landmark scheme for the wider regeneration of Rotherham town centre and other development sites. The building form and design approach seeks integrate public realm within the wider urban fabric of Rotherham, connecting the with the Town Centre and historic conservation area by making both the visual and physical relationships between these areas stronger and more direct. This will encourage residents and visitors to explore Rotherham Town Centre by creating a public realm and building design solutions which visually entices the visitor or passer-by to explore and linger. This strategy will result in improved crossflow of people resulting in improved footfall and retention of people

The uses proposed within the Forge Island Regeneration masterplan compliment, and add to, the existing offer within the town centre. This will promote new investment whilst also supporting existing businesses within the town centre and encouraging greater use by all groups within the local community.

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

The new leisure quarter on Forge Island replaces a derelict site, formerly used as a supermarket and car parking. The new facilities will reinvigorate a historically significant area in Rotherham with improved public amenities, services and landscaping.

The Rotherham Town Centre Implementation Masterplan identifies the Forge Island regeneration to address the following social objective:

'Diversification of Town Centre uses, strengthening the Town Centre offer to appeal as a family friendly destination, along side providing new attractions for younger people. The clustering of uses together will support sustainability, food and drink operators supporting the hotel and cinema uses.' (pg76)

The development of Forge Island is an opportunity to improve the social fabric of Rotherham. The creation of a major destination will not only attract new visitors to Rotherham town centre but boost local employment through retaining footfall. Key to this new leisure offer will be the provision of a new cinema, aligned with family orientated restaurants and a hotel (Site A) and a new cafe (Site B North) that will re-position Rotherham town centre as a vibrant evening and weekend destination, lengthening dwell times and creating a more active evening economy.

High quality new public space will be delivered at the heart of the development providing an area of public realm that can be used for a range of events which broaden the cultural offer of the town centre.

The Forge Island regeneration builds on is a key component in the regeneration of the town centre and supporting infrastructure and aims to further embed a sense of public pride and belonging within Rotherham.

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)

The project is expected to be neutral in terms of 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: Forge Island Delivery Update March 2022
Directorate and service area: Regeneration and Environment, Planning Regeneration and Transport
Lead Manager: Tim O'Connell
Summary of findings:

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Further consultation with protected characteristic groups, as per the gaps identified above and ongoing conversations regarding future developments	All	Ongoing
Provide information from consultation with protected characteristic groups to the design team to inform consideration of final detailed design proposals	All	09/22
Continue to integrate accessibility considerations in the design and delivery of the Forge Island Development	D	09/22
Complete consultation with protected characteristic groups to inform the design of a customer feedback process following opening of the scheme	All	12/23
Monitor the ongoing equality implications of the Forge Island development	All	Ongoing

*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
Paul Woodcock	Strategic Director, Regeneration and Environment	09/03/22
Cllr Lelliott	Cabinet Member, Jobs and Economy	09/03/22

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	07/03/22
Report title and date	Forge Island Delivery Update
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	07/03/22