

## 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: Rotherham Priority Flood Alleviation Scheme projects</b>	
<b>Directorate:</b> Regeneration and Environment	<b>Service area:</b> Community Safety and Streetscene
<b>Lead person:</b> Peter Henchley	<b>Contact number:</b> 01709 254485
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: Pre-construction phase of the Council’s six Priority Flood Alleviation Scheme projects (i.e. up to them becoming “Shovel Ready”</b>	

2. Please provide a brief description of what you are screening
<p>The report reviews the pre-construction (“Shovel Ready”) phase of the Council’s six Priority Flood Alleviation Schemes (FAS) across the Borough, which aim to reduce flood risk to residents, businesses, and infrastructure. The six schemes are:</p> <ul style="list-style-type: none"> <li>• Rotherham Renaissance FAS</li> <li>• Parkgate and Rawmarsh FAS</li> </ul>

- Whiston FAS
- Eel Mires Dike FAS
- Catcliffe pumping station FAS
- Borough wide culverts renewal programme

### 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>	✓	
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>	✓	
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>		✓
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>		✓
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>		✓
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>		✓

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?**

The six Priority Flood Alleviation Scheme projects will provide a reduction to flood risk for residents, businesses and critical infrastructure, including schools, highways, and other public transport links within the Borough.

All residents, businesses, local Councillors and relevant stakeholders are consulted prior to the delivery of schemes, which includes the submission of planning applications where needed. All queries relating to access to properties or businesses are considered in the provision of the works. All additional requirements required to meet any specific needs of a group or individual during the delivery of our works will be accommodated, where practical and appropriate.

The Council will liaise with the various media outlets and social media portals, including the Council website, to make the wider community aware of the proposed works, provide a method for interested parties to influence works and allow regular updates during the progress of the schemes.

The Council has already engaged with communities through Parish/Town Councils in workshops, distributed newsletters to residents and businesses previously affected by flooding, as well as engagement with stakeholders, landowners and residents where applicable in the environmental and engineering surveys for the schemes.

*(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)*

- **Key findings**

We have not identified any issues or actions at this pre-construction phase but will consider further as the project proceeds.

The long term benefit of reducing flood risk will reduce the overall impacts for communities because:

- Property/infrastructure will be flooded less frequently, requiring less frequent property and infrastructure closure and repair, reducing the effect on the community
- Requirement for emergency response during flood events that is provided via the Council and its Partners to vulnerable groups will be less frequent

In the short term, disruption will increase during the survey/investigation and construction phases of the FAS projects, with only localised impacts anticipated. Medium and long term impacts would be a reduction in disruption, because flooding will be less frequent, reducing the impacts associated with carrying out repair works and delivering an emergency response.

*(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)*

- **Actions**

No actions identified.

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

Date to scope and plan your Equality Analysis:	September 2022
Date to complete your Equality Analysis:	September 2022
Lead person for your Equality Analysis (Include name and job title):	Peter Henchley (Manager of the six Priority FAS projects)

## 5. Governance, ownership and approval

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

Name	Job title	Date
Richard Jackson	Head of Highways and Flood Risk	[insert approval date]


## 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>	<b>[insert date completed]</b>
<b>Report title and date</b>	Improving Places Select Commission (25 <sup>th</sup> October 2022): Update on reducing flood risk across the Borough and the Council's 6 Priority Flood Alleviation Scheme projects
<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>	Cabinet Decision date:
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	<b>[insert date sent to PII]</b>



## 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	
<b>Equality Analysis title: Rotherham Priority Flood Alleviation Scheme projects</b>	
<b>Date of Equality Analysis (EA): Regeneration and Environment</b>	
<b>Directorate: Regeneration and Environment</b>	<b>Service area: Community Safety and Streetscene</b>
<b>Lead Manager: Peter Henchley</b>	<b>Contact number: 01709 254485</b>
<b>Is this a:</b> <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: Pre-construction phase of the Council's six Priority Flood Alleviation Scheme projects (i.e. up to them becoming "Shovel Ready")</b>	

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)
Sam Barstow	RMBC	Assistant Director

Richard Jackson	RMBC	Head of Service
Andy Saxton	RMBC	Highway Asset and Drainage 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 six Priority Flood Alleviation Scheme projects will provide a reduction to flood risk for residents, businesses and critical infrastructure including schools, highways, and other public transport links within the Borough.

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

The Council has already engaged with communities through Parish/Town Councils in workshops, distributed newsletters to residents and businesses previously affected by flooding, as well as engagement with stakeholders, landowners and residents where applicable in the environmental and engineering surveys for the schemes.

The Council will liaise with the various media outlets and social media portals, including the Council website, to make the wider community aware of the proposed works, provide a method for interested parties to influence works and allow regular updates during the progress of the schemes.

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

Not that we are aware of, but all parts of the Council can improve their ability to communicate with the various user groups both Corporately and individual services.

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

Monitoring arrangements are not currently set up due to the FAS projects being in a pre-construction phase.

<b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b>	Laughton Common Parish Council meeting – 1 <sup>st</sup> November 2021 Whiston summer festival – 7 <sup>th</sup> July 2022 Kilnhurst information and roadshow event – 8 <sup>th</sup> August 2022
<b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b>	

**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 six Priority Flood Alleviation Schemes aim to reduce the flood risk to residential properties, businesses, visitors, the highway network, and other critical infrastructure including the rail network and schools in the Borough.

This reduction in flood risk makes positive changes to wellbeing and reduction in disruption to disadvantaged groups in access to services and transport. For example, for an advanced phase of the Rotherham Renaissance Flood Alleviation Scheme (which is split into approximately 10 phases) will also provide a betterment for visually impaired and wheelchair users at Ickles Lock with an improvement to the Canal towpath access ramp.

All of the 6 Flood Alleviation Schemes will consider and incorporate mobility and accessibility issues where possible during the design phase.

**Does your Policy/Service present any problems or barriers to communities or Groups?** No

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

The reduction in flood risk across the Borough makes positive changes to wellbeing and reduction in disruption to disadvantaged groups in access to services and transport. For example, for an advanced phase of the Rotherham Renaissance Flood Alleviation

Scheme (which is split into approximately 10 phases) will also provide a betterment for visually impaired and wheelchair users at Ickles Lock with an improvement to the Canal towpath access ramp.

All of the 6 Flood Alleviation Schemes will consider and incorporate mobility and accessibility issues where possible during the design phase.

**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 Council will look to minimise disruption to all groups in the scheduling and within the construction phases of the six Priority Flood Alleviation Scheme projects.

The Council will liaise with the various media outlets and social media portals, including the Council website, to make the wider community aware of the proposed works, provide a method for interested parties to influence works and allow regular updates during the progress of the schemes.

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

<b>Title of analysis:</b> <b>Rotherham Priority Flood Alleviation Scheme projects</b>
<b>Directorate and service area:</b>  <b>Regeneration and Environment, Community Safety and Streetscene.</b>
<b>Lead Manager:</b> <b>Peter Henchley</b>
<b>Summary of findings:</b>
<b>The Initial Equality Screening (Part A) and Equality Assessment (Part B) processes note that the six Priority Flood Alleviation Scheme projects will benefit people, property and infrastructure by reducing flood risk in the long term. There are no specific actions arising from these assessments.</b>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)


\*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
Sam Barstow	Assistant Director	TO BE ADDED
Equalities team representative	TO BE ADDED	TO BE ADDED

### 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](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 Equality Analysis completed</b>	TO BE ADDED
<b>Report title and date</b>	TO BE ADDED
<b>Date report sent for publication</b>	TO BE ADDED

Date Equality Analysis sent to Performance, Intelligence and Improvement <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	TO BE ADDED
---	-------------