

Appendix 3b

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: Waverley Medical Centre (Olive Lane) Funding and Development Agreement	
Date of Equality Analysis (EA):	
Directorate: R&E	Service area: Asset Management
Lead Manager: Jonathan Marriott	Contact number: 07919 045065
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify To agree to enter into a property/development agreement	

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)

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)

The Property Transaction/Development Agreement if approved will have a direct positive impact upon the ability for NHS England to deliver a much-needed medical facility at Olive Lane which is part of the new Waverley Development.

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

None available To The Council – The Council’s involvement in this is to enter into a property transaction/development agreement to enable the funding to be provided from NHS England via the Council to the Developer.

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

Not Applicable as this is a Property Transaction/Development agreement and the outputs from the proposals will be monitored by the NHS/Medical Practice.

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

Not Applicable as this is a Property Transaction/Development agreement and the outputs from the proposals will be monitored by the NHS/Medical Practice.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

None As this is a property transaction/Development agreement and all consultation has been conducted by the NHS/ICB as part of their business case

Engagement undertaken with staff (date and group(s) consulted and key findings)

None As this is a property transaction/Development agreement and all consultation has been conducted by the NHS/ICB as part of their business case

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)

Not Applicable as this is a Property Transaction/Development agreement and the outputs from the proposals will be monitored by the NHS/Medical Practice.

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?

Yes - Whilst this is a Property Transaction/Development agreement and the outputs from the proposals will be monitored by the NHS/Medical Practice, It has been confirmed by NHS England/ICB that:

“The overall population of Rotherham is circa 260,000. Rotherham is one of the 20% most deprived districts in England, with approximately 23% of children living in low-income families. Life expectancy for both men and women is lower than the England average.

There are health inequalities across Rotherham, with men and women in the most deprived areas living nine and seven years respectively, less than those from the least deprived areas. Child obesity is higher than the national average (almost 22% of Year 6 pupils), and adult health indicators demonstrate that Rotherham is worse than the national average in relation to alcohol, smoking and excess weight.

The Primary Care Strategy for Rotherham identifies several needs and challenges presented by the local population, including growing numbers (housing development), increasing proportion of ageing population, health outcomes and high levels of inequality. Rotherham Place therefore continues to develop its model for primary care in recognition of these challenges and recommendations of the NHSE 5 Year Forward View. Current priorities are management of long-term conditions (e.g., diabetes, cardiovascular and respiratory), care out of hospital and closer to home, mental health and dementia, and primary care expansion models.”

Therefore by entering into this Property Transaction/Development agreement the Council will enable NHS England/ICB to address these issues with the development of a new medical facility.

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)

None Identified

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.

None Identified

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: Olive Lane Funding and Development Agreement
Directorate and service area: R&E – Asset Management
Lead Manager: Jonathan Marriott – Head Of Asset Management
Summary of findings:
Not Applicable as this is a Property Transaction/Development agreement and the outputs from the proposals will be monitored by the NHS/Medical Practice.

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

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	04/01/2023
Report title and date	Waverley Medical Centre (Olive Lane) Funding and Development Agreement – Cabinet Report 16 February 2023
Date report sent for publication	04/01/2023
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	04/01/2023