

## 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:</b> Rotherham Markets and Library Redevelopment	
<b>Date of Equality Analysis (EA):</b> 10/07/23	
<b>Directorate:</b> R&E	<b>Service area:</b> RiDO
<b>Lead Manager:</b> James Green	<b>Contact number:</b> 01709 255837
<b>Is this a:</b> <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. 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 (e.g., service user, managers, service specialist)
James Green	RiDO	Regeneration & Development Manager
Eleanor Bainbridge	RiDO	Project Manager
Tanya Shvab	RiDO	Project Officer

**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, other groups or stakeholder/s e.g., service users, employees, partners, members, suppliers etc.)

Redevelopment and repurposing of the Rotherham Markets Complex, new Central Library relocation and public realm improvements, delivering key components of the Rotherham Town Centre Masterplan 2017.

Previous public and stakeholder consultation for the Town Centre Masterplan and the Cultural Strategy identified a need to improve the cultural and leisure offer within Rotherham town centre. This involves improving the proximity and connectivity between key amenities, upgrading the quality of the built environment and delivering inclusive access to the different facilities on offer. The scheme, together with the Forge Island development, will regenerate the town centre, creating new economic opportunities through well designed, lower carbon and inclusive spaces. This will have spill over effects for the wider town.

Bringing together the library, markets, food hall, citizens advice service and gallery/ event spaces on one site will provide the potential to increase footfall and in turn help support and sustain the future of the library service and the market. It will also provide the opportunity for the library and markets to work closely together in order deliver a more compelling offer to a wider range of residents and visitors.

The aim of the scheme is to provide a safe, welcoming and accessible environment freely open to all which encourages participation, creativity and mutual learning and support. This will be enhanced through more collaborative working internally and externally with partners and services such as the markets, colleges, local schools, voluntary organisations, to ensure that all needs are captured.

Key Stakeholders are:

- Market Traders (both indoor and outdoor)
- NMTF Committee
- Market Customers
- Library Service Users
- Markets Staff (Council employees)

- Library Staff (Council employees)
- Neighbouring Businesses (including Council leaseholders)
- Facilities Management
- RMBC Staff

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

Contextual information from a range of sources, including the 2011 and 2021 Census, [Population – Rotherham Data Hub](#) and the Council Plan consultation, is provided below.

**Population**

- Between the last two censuses (held in 2011 and 2021), the population of Rotherham increased by 3.3%, from around 257,300 in 2011 to around 265,800 in 2021.
- The population is ageing; People aged 65 years or over comprise 19.6% of Rotherham’s population, which is a higher proportion than 18.6% across England and Wales.
- Rotherham’s BAME population is 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
<b>All Ages</b>	1,580	1,082	2,662

**Health and Wellbeing**

- The percentage of people who identified as being disabled and limited a lot in Rotherham decreased by 2.10% between 2011 (12% 29,080) and 2021 (9.9%, 26,115). In 2021, 11.40% (30,065) were identified as being disabled and limited a little, compared with 11.20% (27,520) in 2011. In England, the percentage of people who identified as being disabled and limited a lot was 2.40% lower than Rotherham. Overall, the percentage of disabled residents, both limited a lot and a little was lower in England (17.70%) than in Rotherham (21.30%), with a difference of 3.6%.
- 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 28<sup>th</sup> 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.

### **Specific Library and Markets Consultation**

The aim of the project is to increase use of the markets, library, the public realm and the wider town centre, to create accessible, thriving spaces through inclusive, community-led facilities. Throughout the entire design period, extensive engagement has been undertaken on emerging proposals with a wide range of stakeholders.

Following an 18-month programme of consultation and engagement, the Library Strategy 2021 – 2026 was adopted by the Council on 11th November 2020. A key priority detailed within the Strategy was to create a new library for the town centre. Following this a design brief was created through information collected by RMBC’s libraries team on current uses, and ways to improve the service so that more people can benefit from the services on offer.

The project is being designed with the service users fully in mind, through assessing and accommodating wherever possible, the requirements of different groups.

For the design of the markets, extensive consultation has been undertaken with businesses currently operating and trading from within the Markets complex itself.

Engagement with businesses operating within the Markets complex will continue through the redevelopment period with a range of relocations, both temporary and permanent, required to facilitate the planned works. Acknowledging this challenging and disruptive period, the Council has already approved a rent concession of 50% for market traders to

<p>be implemented from the Summer of 2023 and to be continued throughout the construction programmes duration.</p>	
<p><b>Are there any gaps in the information that you are aware of?</b></p> <p>No- All groups responded, and a wide selection of views gathered. Where individual market traders have been unresponsive to consultation events we have followed-up one-on-one to gather their views and respond to any concerns.</p>	
<p><b>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</b></p> <p>As the Markets/ Library complex is a run by Council, service delivery is continually monitored.</p> <p>The Council plans to recommission an annual Town Centre survey, to monitor activity including market use and access concerns.</p>	
<p><b>Engagement undertaken with customers. (Date and group(s) consulted and key findings)</b></p>	<p><b>29/05/2018-15/06/18 Indoor Market exhibition</b></p> <p><b>Rotherham Markets: Past, Present and Future Exhibition comments</b></p> <ul style="list-style-type: none"> <li>• Reduce the rents and get more people to trade</li> <li>• Better signage and opening up the front</li> <li>• More Parking</li> <li>• Visible security</li> <li>• Proper lighting</li> <li>• Repair and improve the roof</li> <li>• Changing spaces needed with adequate room</li> <li>• Free short stay vehicle access – disability and collection</li> <li>• Opening times to reflect modern needs – i.e., opening later</li> <li>• Encouragement of e-business – purchase via web</li> <li>• Public food court</li> <li>• Provide other reasons to visit i.e., sports centre, health centre, learning and education uses.</li> <li>• School stalls and community stalls given for free, pop-up style</li> <li>• Integration of postal service facility for businesses</li> <li>• More choice of stalls</li> <li>• New flooring, air conditioning</li> <li>• More and improved access to top level</li> <li>• Meeting places</li> <li>• Market should be more accessible for everyone, the main entrance could be easier as it is quite a slope, perhaps some kind of escalator which could accommodate wheelchairs.</li> </ul>

	<ul style="list-style-type: none"> <li>• More events</li> <li>• Modernise stalls, better entertainment</li> <li>• Keep lower indoor market, concentrate on that, and make street market twice weekly, Tuesday and Saturday.</li> </ul> <p><b>06/11/2019- Town Centre - Student Focus Group Markets:</b></p> <ul style="list-style-type: none"> <li>• Food hall with             <ul style="list-style-type: none"> <li>○ a variety of foods</li> <li>○ healthier options</li> <li>○ street food</li> <li>○ cultural foods</li> <li>○ Arcades and games</li> </ul> </li> <li>• More stalls choice</li> <li>• More green spaces</li> <li>• Playgroup (for parents to leave kids as they shop)</li> <li>• Improvements to crossing from college (Eastwood Bldg) to markets</li> <li>• Events – festivals</li> <li>• Better social area – USB points</li> <li>• Breakfast places – open earlier?</li> <li>• Wi-Fi</li> </ul> <p><b>06/11/2023- Occupants of the RAIN Building – Carer’s Corner, NHS Mental Health, Credit Union</b>  Officers presented the latest options,</p> <ul style="list-style-type: none"> <li>• option 1 two individual buildings, larger space available for both Library and Community Hub</li> <li>• option 2 adjoining buildings, smaller space available for both Library and Community Hub</li> </ul> <p>Feedback on design options presented:</p> <ul style="list-style-type: none"> <li>• The smaller building will not have enough space to accommodate all of the services currently in the RAIN Building and so would likely only hold the Citizens Advice Rotherham.</li> <li>• Issue would then be where to accommodate the displaced services.</li> <li>• The current set up has an operational requirement for 15 of the small meeting rooms to deliver the services offered.</li> <li>• There is no room for growth, something they have aspirations for in the future.</li> <li>• Security/health &amp; safety issues raised with the design, they did not approve of having meeting rooms on a floor where there is no reception or office staff presence.</li> </ul>
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	<ul style="list-style-type: none"> <li>• It is not essential for the Credit Union to have their own reception, a shared reception for the building would work.</li> <li>• All tenants will require a street presence regarding signage.</li> </ul> <p>Option 1 is the preferred option.</p> <p><b>09/03/2020 and 10/03/20 – Market Traders with Design Team</b></p> <ul style="list-style-type: none"> <li>• Queries raised on the level of rent that will be expected. Comment made that rents need to be competitive.</li> <li>• Traders suggested a temporary market on the street.</li> <li>• Discussion on food ensued as to whether it should be distributed throughout units or in one location, such as an oasis.</li> <li>• Officers advised of the intention to connect the indoor and outdoor market with a food court area for seating.</li> <li>• Traders queried whether there would be a reduced number of stalls? Officers advised that they should be of similar number.</li> <li>• Traders raised the issue of inconvenience during the course of the works, that they would incur costs.</li> <li>• Traders raised the issue of social media and the absence of any presence of the market on social media. Also, social media gave an adverse impression of the town centre out of hours, providing adverse press.</li> <li>• Traders suggested that young people were scared to come into the town centre and this needs to be addressed by RMBC.</li> <li>• Traders identified, and attendees agreed, that the library had been relocated to the wrong place out of the town centre, and that the relocation into the town centre and thus it's inclusion in the scheme was understandable.</li> </ul> <p><b>03/09/2021 - 05/09/2021- Gazebo at Rotherham Show</b>          (approx. 750 people across 3 days).          Public information event to showcase the updated markets redevelopment plans.</p> <p><b>01/10/2021 – 05/10/2021 Indoor Market Stall public information event</b>          (Approx. 200 people reached)</p>
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	<p><b>09/03/2021 and 10/03/21 – Market Traders with Design Team</b></p> <p>Public information event to showcase the updated redevelopment plans.</p> <p><b>19/10/2021 and 21/10/21 – Market Traders with Design Team Workshops</b></p> <p><b>Key questions raised by traders:</b></p> <ul style="list-style-type: none"> <li>• Will there be a financial package available for traders while works are ongoing? Will be reflected in leases and rent reductions</li> <li>• What will happen to the food retailers on the ground floor? The food retailers will be put together in one area. Will speak to each individually</li> <li>• What sizes will the stalls be, will they provide market dividers to split the units up and allow stock display? To be decided</li> <li>• Can the empty space in the markets be used to build the new stalls and traders move into and continue trading?</li> <li>• Will there be options to trade elsewhere?</li> <li>• Will storage of goods be provided?</li> <li>• Will the lifts and stairs remain in the same place?</li> <li>• Will the permitter units be redeveloped?</li> <li>• Will the fronts and signage change for everyone?</li> <li>• If cladding is being added will the markets be lit better?</li> </ul> <p><b>06/06/22-20/06/22 – Online survey with 295 responses</b></p> <ul style="list-style-type: none"> <li>• 125 comments made which included: feeling safe and secure is priority, more free parking, additional seating, better access to library, more shops, better food offer, study space in library, more themed markets and events</li> </ul> <p><b>14/06/22-16/06/22 – On-street consultation</b></p> <p>(approx. 200 attended)</p> <ul style="list-style-type: none"> <li>• Fruit trees should be planted</li> <li>• Charge for toilets to reduce ASB</li> <li>• More events</li> </ul>
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	<ul style="list-style-type: none"> <li>• Gallery exhibition space would be useful to work with the college</li> </ul> <p><b>03/09/22-04/09/22 – Gazebo at Rotherham Show</b> to share information and respond to queries Over 1,000 people attended</p> <p><b>23/02/23 and 28/02/23 – Indoor Market Traders Consultation</b></p> <p><i>What about specific requirements for i.e., cafes</i> Council will support businesses moving and plans will be put in place for specific businesses like cafes, food outlets and butchers etc. including water and drainage etc.</p> <p><i>On the moving day, how will you compensate businesses?</i> Can discuss the move individually with businesses and look at specific details</p> <p><i>What will happen with the trader’s car park?</i> Council looking to put temporary arrangements in place for parking as it will be out of action for a while. Will maintain loading and access for traders though</p> <p><i>Will there be advertising to let the public know about the relocation?</i> Marketing will be undertaken including signage, social media and adverts etc.</p> <p><i>Footfall already falling off now</i> <i>Some traders not happy as some people are paying £50 per week. Everyone should pay the same.</i> Officers clarified that all traders will get access to the 50% off rent deal, not including existing concessions.</p> <p><i>When the redevelopment is finished, will the rents increase?</i> No plans to. Intention is to keep the same as they are currently.</p> <p><b>07/03/23, 17/03/23 and 11/04/23, 19/04/23 – One-on-one meetings with stall holders</b></p> <p>36 businesses attended</p> <p><b>07/06/23, 12-13/06/23 – visits to market units:</b> 66 stalls covered, spoke to 40 traders</p>
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<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Markets and Libraries Service staff have been key stakeholders in the decision-making process throughout the development of this project, including at the various Working Groups and the Markets Board.</p>
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**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)

Careful consideration has been given to the needs of a broad range of people including those with protected characteristics who will use the Markets/ Library for purposes outlined below to ensure that the proposed development promotes social inclusion:

- Customers for the Markets
- User-groups for the library
- Visitors using the public realm
- Markets and Library staff
- People using the neighbouring commercial units and wider town centre.

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 scheme:

- Creation of accessible routes to all of the different functions of the development, suitable for all pedestrians, wheelchair users and people with prams or buggies.
- Accessible routes around the site during construction wherever possible.
- 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

In response to specific concerns raised by existing Market Traders:

- Maintain affordable rents to retain existing Market Traders and protect their livelihoods.
- Ensure car parking is maintained in a safe, well-lit area
- Improve welfare facilities for Traders

**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 space. The project intends to bring together diverse groups within the community and provide spaces for exchange.

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

The project will address accessibility concerns with the current site, where access ramps are non-compliant with building regs.

The Indoor Market complex is currently in a poor condition, with damaged flooring and non-contrasting surfaces which do not create an accessible space. The redevelopment will address these issues, making a safe, accessible space for all.

All other areas of the scheme will be fully compliant with Building Regs and provide greatly improved public realm for the diverse communities that visit the town centre, to enjoy.

By maintaining affordable rents, the existing market traders will be retained to the extent possible.

**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 help foster improved community relations, with a wider range of services available to groups, and improved accessibility to the site.

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: Rotherham Markets and Library Redevelopment</b>
<b>Directorate and service area: R&amp;E RiDO</b>
<b>Lead Manager: James Green</b>
<b>Summary of findings:</b>
<p>Consultation has been undertaken with a diverse range of stakeholders. This includes Market Traders, Library Staff, and users of these services. This represents individuals of differing age ranges, individuals from different ethnic/religious groups and traders/businesses within the local area. This consultation involved activities such as events, focus groups, workshops and online questionnaires in order to gain a wide-ranging reach, accessibility in relation to engagement and multiple opportunities for community feedback.</p> <p>This approach has informed the redevelopment scheme design from inception through to construction, where feedback has been captured and taken into account to improve the design wherever feasible.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Ongoing consultation with market traders and community groups around the design of spaces and sequencing of construction works.	<b>All</b>	<b>Ongoing</b>
Designs of the buildings and public realm make reasonable adjustments in line with the Equality Act, and Part M of Building Regs. Improve the main entrance ramp which does not comply with Building Regs as is. Provide appropriate	<b>A, D</b>	<b>09/23</b>

Appendix 4

lighting, recognised tactile surfacing and sufficient contrast between floor and wall surfaces for people with visual acuity difficulties		
Working with the main contractor to ensure disabled access during construction process – maintaining clear pathways and keeping noise and disturbance to a minimum	<b>A, D</b>	<b>03/26</b>
On completion, marketing of the facilities and dissemination of information to be fully accessible	<b>All</b>	<b>04/26</b>
Request Equal Opportunities statements from all partners (i.e., Main Contractor	<b>All</b>	<b>09/23</b>

**\*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
Tim O’Connell	Service Manager, Rotherham Investment and Development Office	11/07/23

### 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.

Appendix 4

<b>Date Equality Analysis completed</b>	10/07/23
<b>Report title and date</b>	Rotherham Markets and Library Redevelopment
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	11/07/23