

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).

1. Title	
Title: Thrybergh Country Park	
Directorate: Regeneration and Environment	Service area: RIDO/ CST
Lead person: Lorna Vertigan / Leanne Buchan	Contact number: 07748142833
Is this a: Strategy / Poli <input type="checkbox"/>	Service / Function <input type="checkbox"/> Other <input checked="" type="checkbox"/>
If other, please specify:	
Proposal for the development and improvement of Thrybergh Country Park (Phase 1A).	

2. Please provide a brief description of what you are screening
<p>Thrybergh park has been a key asset for Rotherham for many years, and is relied upon for free-to-use green space for local people to visit to get exercise, make use of the facilities and enjoy the outdoors.</p> <p>Grant funding via a successful Levelling Up Fund (LUF) bid has been approved and will be used to modernise the part facilities. This includes:</p> <ul style="list-style-type: none"> • A new, unique, state of the art café designed to preserve and enhance the natural country park setting that will transform the hospitality offer. • The new building will improve the quality of visitor amenities and enable additional functions such as an evening food and beverage offer and retail space.

- New high quality public realm and seating areas with views across the park and the lake will create an attractive and peaceful setting for visitors and promote enjoyment of the outdoors.
- The improvements will attract additional events to the already popular location.

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
<p>Could the proposal have implications regarding the accessibility of services to the whole or wider community?</p> <p><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></p>	X	
<p>Could the proposal affect service users?</p>		X
<p>Has there been or is there likely to be an impact on an individual or group with protected characteristics?</p> <p><i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i></p>	X	
<p>Have there been or likely to be any public concerns regarding the proposal?</p> <p><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></p>		X
<p>Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?</p>		X

<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>		X
If you have answered no to all the questions above, please explain the reason		
N/A		

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?**

We have undertaken the key screening assessment and worked through each Protected Characteristic Groups (PCG's). Consultation and engagement events have taken place where circa 200 people attended from key community groups who represented PCG's and obtained their views on the best ways to mitigate any negative impacts as a result of our proposals.

- **Key findings**

The improvement of the facilities at Thrybergh will actually improve access to and around the park, as the development will see a state-of-the-art café, accessible WCs, as part of the Changing Places Fund project, and improved lighting / wayfinding.

Any potential negative impacts will arise during the construction works, which include demolition, landscaping and new-build. These activities may result in short-term impacts

including noise, dust, vibration, disruption of the existing pathways / wayfinding and a lack of public facilities (WCs).

Disruption during the demolition and build process will be considered with the successful contractor, and plans put in place to mitigate any impact on PCG's.

- **Actions**

Our key action is to undertake a Part B Equality Analysis Form which will consider the following:

- Disabled access in design process – i.e. level access to the café / provision of accessible WCs
- Disabled access during construction process – maintaining clear pathways and keeping noise and disturbance to a minimum
- On completion, the café facilities are inclusive and comply with Council policy and procedure
- Request Equal Opportunities statements from all partners (i.e. successful main works contractor)

Date to scope and plan your Equality Analysis:	September 2022 (already in progress)
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Date to complete your Equality Analysis:	November 2022
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Lead person for your Equality Analysis (Include name and job title):	Nicola Glynne Jones, Project Manager, Rotherham Development and Investment Office
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5. Governance, ownership and approval

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

Name	Job title	Date
Nicola Glynne-Jones	RMBC-Project Manager	13.04.2023
Lorna Vertigan	RMBC – Strategic Regeneration Manager	13.04.2023

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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	06 September 2022 Updated April 2023
Report title and date	Final Business Case - Thrybergh Country Park
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	N/A
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	13.04.2023