

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	
Title: Wath Library & Public Spaces Redevelopment	
Directorate: R&E	Service area: RiDO
Lead person: Megan Hinchliff	Contact: Joel Hamer
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify: Wath Town Centre Capital Regeneration Project	

2. Please provide a brief description of what you are screening
<p>The supported scheme will include the demolition of the existing library and the creation of a brand-new library to create a modern, inviting, and inclusive community facility. The redevelopment will be designed to open up public spaces between Biscay Way and the High Street and encourage visitors into the town centre.</p> <p>Investment in the surrounding public realm aims to draw people into the town centre, and the redevelopment will include commercial space to support a vibrant mix of businesses in the town centre.</p> <p>The existing building is not fit for purpose and does not address the public realm. It is not viable to make changes to the existing building to facilitate the desired uses of the library and meet environmental performance targets.</p>

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>	X	
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>	X	
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>		X
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>		X
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>		X
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

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?**

An in-depth stakeholder database was prepared to ensure that the consultation and engagement that has been undertaken reached a wide audience. The events and activities were accessible and open to everyone and were advertised and promoted via a number of platforms designed to reach a wide audience.

Public events have taken place in the current Wath library with no access restrictions. Focus groups will be arranged to capture feedback from, for example, hard to reach groups.

Library service users have been considered throughout the design stages to accommodate and provide access for all. One key element of this project is providing appropriate temporary premises to ensure service provision continues as much as possible once construction begins; however, it is acknowledged that a reduced library service will be provided throughout the programme of works.

One example of how this will be done is by using previous and appropriate consultation feedback to understand the needs of all library users in ensuring all access requirements are considered and implemented.

- **Key findings**

Consultation has been open to all. It is the intention of the development to improve the town centre with the construction of a new library and community facility, improved public spaces between Biscay Way and the High Street, and new commercial units.

Though the library service will be required to reduce their offer during the construction period, all the necessary mitigations and considerations to this are being put in place to ensure accessibility to a temporary offer.

Wath town centre provides important community services, and we will actively facilitate contact and interaction between different groups and communities. The temporary accommodation will remove and reduce any disadvantage faced by a person with a disability using the Library services.

- **Actions**

Consultation has been undertaken in an open and transparent way, encouraging all to express their views and opinions on the redevelopment plans.

Asset management will locate an appropriate premises to house the library service

until the new building is complete.

Temporary premises for the provision of a reduced service library is to be sought whilst the construction works are taking place. The temporary library set up will look to provide an accessible reduced library service to the community to provide a much-needed community asset. Access for all users will be key and adjustments will be made in relation to accessibility. In practice regard will be given to any and all specific needs of likely library users that might be reasonably met.

Equalities issues will be monitored during the redevelopment period – it is not considered a Part B is required.

Date to scope and plan your Equality Analysis:	N/A
Date to complete your Equality Analysis:	N/A
Lead person for your Equality Analysis	N/A

5. Governance, ownership, and approval

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

Name	Job title	Date
Megan Hinchliff	Regeneration Programme and Strategy Manager	25.04.24

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	25.04.24
Report title and date	Wath Town Centre Capital Regeneration Project
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	For Cabinet July 29 th 2024.
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	24.05.2024