

Appendix 3.

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 Housing Delivery Programme – Development at Wath Small Sites

Directorate: Adult Care, Housing and Public Health

Service area: Strategic Housing and Development

Lead person: Hannah Mitchell

Contact number: 01709 336009

Is this a:

☐

Strategy / Policy

☒

Service/Function

☐

Other

If other, please specify

2. Please provide a brief description of what you are screening

This assessment is screening of one element of a report to the Cabinet meeting of 10th February 2025 which seeks approval from Cabinet to develop the site at Denman Road Wath, to deliver an estimated 18 new homes.

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?**

(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)

This is a key development which will contribute to the wider Housing Delivery Programme. Through these developments we aim to meet the needs of residents, based on data and evidence held about local demographics and trends and engagement with key stakeholders locally. This scheme will provide housing opportunities, including for older people and people with disabilities to find suitable homes.

Council homes are let via the Allocations Policy, for which a full Equalities Assessment has been carried out. This will ensure homes are allocated fairly and that no groups with protected characteristics are disadvantaged.

The Strategic Housing and Development Service contacts tenants who move into new build properties to carry out a follow-up questionnaire or 'new build survey'. This is done to find out more about the people who have moved into recently built Council homes. Equalities and diversity information is analysed and compared against the profile of people on the Council's Housing Register to identify any potential issues i.e. certain protected characteristic groups being under or over-represented in new build properties.

- **Key findings**

(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)

An assessment of the scheme has found that it will enable delivery of homes to meet the needs of a range of people included under the protected characteristic on the Housing Register. The delegated powers being sought as part of the report will allow amendments to the scheme design, where this is necessary to comply with Planning and other statutory consultee requirements, or where site conditions otherwise prescribe a design alteration.

- **Actions**

- Conduct new build survey and analyse equalities and diversity data (ongoing)
- Review this equalities analysis annually, alongside future annual housing development Cabinet reports.

Date to scope and plan your Equality Analysis:

12/12/24

Date to complete your Equality Analysis:

12/12/24

Lead person for your Equality Analysis (Include name and job title):	Nick Ward Place and Quality Manager
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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
Michael Hellewell	Head of Strategic Housing and Development	18/12/2024
Alex Young	Housing Development Manager	18/12/2024

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	
Report title and date	Housing Delivery Programme – Wath Small Sites, Denman Road Development
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	10/02/2025
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	13/12/2024