

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: Rotherham Gateway (Integrated Mainline and Tram-Train) Station Masterplan and related Strategic Acquisitions.

Directorate:
Regeneration and Environment

Service area:
RiDO Regeneration

Lead person:
Ieuan Rees

Contact:
ieuan.rees@rotherham.gov.uk

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify

Rotherham Gateway Station Masterplan – Cabinet approval.

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

This screening identifies any possible impacts of the approval of the Rotherham Gateway (Integrated Mainline and Tram-train) Station Masterplan on the Borough's residents or Council employees.

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?**

Early consultation was carried out in the preparation of the Town Investment Plan and the Levelling Up fund (now Pathfinder programme), submissions to Government and equality assessments were carried out, however further detailed consultation and communication is being planned in the run up to the Station Full Business Case.

A review of demographic data relating to the Station and the wider Borough has taken place to identify groups with protected characteristics that may be impacted by this decision and also the wider Station development.

In relation to land included in the masterplan, consultation with landowners of sites deemed essential for the development of the core station itself has already begun. And conversations are due to start with wider landowners impacted. Equalities implications will be continually considered throughout negotiations with affected landowners.

- **Key findings**

At this stage, the decision just enables the Council to explore the Station and Masterplan development in more detail including looking at land acquisition. It does not approve physical construction work or any changes in the area.

Widespread consultation and engagement with communities, including protected characteristic groups, directly informed the TIP, and equality implications were considered at this stage.

In the process of developing full business cases, equality implications will be considered in more detail and worked into the projects.

Specifically in relation to property acquisition consultation with most landowners has already begun. There are no direct equality and diversity concerns identified with this negotiation process. The use of powers will be explored in the full assessment.

The Station and wider masterplan will generally have a positive impact on groups with protected characteristics and the Borough as a whole – improving accessible transport links, Active Travel links, and access to wider employment opportunities.

- **Actions**

When concrete decisions are sought in future regarding this development a further equalities screening will be undertaken.

Date to scope and plan your Equality Analysis:	April 25 onwards as projects developed.
Date to complete your Equality Analysis:	Ongoing

Lead person for your Equality Analysis (Include name and job title):	Maria Coyne, Senior Project Manager
-------------------------------------------------------------------------	-------------------------------------

5. Governance, ownership and approval

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

Name	Job title	Date
Lorna Vertigan	Head of Regeneration	04/04/2025
Lucy Mitchell	Regeneration Manager	04/04/2025
Maria Coyne	Senior Project Manager	04/04/2025

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	31/03/25
Report title and date	Rotherham Gateway (Integrated Mainline and Tram-train) Station Masterplan and related Strategic Acquisitions
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet July 2025
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	15/04/2025