

EQUALITY IMPACT ASSESSMENT

City Business Park – Computer Complex Demolition



PLYMOUTH
CITY COUNCIL

STAGE I: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?

City Business Park (Somerset Place, PL3 4BB) comprises of three core buildings; Enterprise House, Park Link and Computer Complex which in turn each contain multiple small lettable business units.

The Computer building has an Asbestos Cement and glazed North light roof above a suspended ceiling grid with drop in ceiling tiles. During the early part of 2019 asbestos fibres were identified on the suspended ceiling tiles. Investigation determined that these were coming from the deteriorating condition of the roof. It has been confirmed that the release of asbestos fibres into the ceiling space is continuing. There is a continued high risk of contamination into the public area posing a risk to health of those using the facility.

The recommendation is to demolish the Computer Complex building in order to remove the asbestos and risk of contamination, allowing the land to be redeveloped by Economic Development.

Aims

The aims of this Project can be summarised as: -

- To fully remove risk of exposure to asbestos fibres within the City Business Park Computer Complex building.
- To leave land available for redevelopment by Economic Development

Responsible Officer

Ralph Bint, Facilities Manager (Hard Services)

Department and Service	Facilities Management, Finance
Date of Assessment	01/11/2019

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	<p>The 2011 Census data % of Population is: -</p> <p>0-4 years – 6%</p> <p>5-9 years - 5%</p> <p>10-14 - 5%</p> <p>15-19 - 7%</p> <p>20-24 - 10%</p> <p>25-29 - 7%</p> <p>30-34 - 6%</p> <p>35-39 - 6%</p> <p>40-44 - 7%</p> <p>45-49 - 7%</p> <p>50-54 - 6%</p> <p>55-59 - 5%</p> <p>60-64 - 6%</p> <p>65-69 - 5%</p> <p>70-74 - 4%</p> <p>75-79 - 3%</p> <p>80-84 - 2%</p> <p>85+ - 3%</p>	No adverse impacts are anticipated.	<p>There are no specific actions necessary for the project based upon the age profile of our customers.</p> <p>The demolition will remove the H&S risk associated with Asbestos exposure to staff.</p>	<p>Ralph Bint Facilities Manager November 2019 through end March 2020</p>

Disability	<p>30,000 people in Plymouth will have some form of Mental Health issue.</p> <p>0.8% (2118) of those registered with a GP are listed on the mental health register.</p> <p>A total of 31,164 people declared themselves as having a long-term health problem or disability in the 2011 Census.</p> <p>1,224 adults currently registered with a GP in Plymouth have some form of a Learning Disability.</p>	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	<p>Ralph Bint Facilities Manager November 2019 through end March 2020</p>
Faith, Religion or Belief	<p>Data shows that 32.9% of the Plymouth population stated they had no religion.</p> <p>Hindu, Buddhist, Jewish and Sikh combined totalled less than 1%.</p> <p>0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p>	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	<p>Ralph Bint Facilities Manager November 2019 through end March 2020</p>
Gender - including marriage, pregnancy and maternity	Citywide data shows that overall 50.6% of our population are women; this reflects the national figure of 50.8%.	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	<p>Ralph Bint Facilities Manager November 2019 through end March 2020</p>
Gender Reassignment	National figures (ONS 2013) indicate that up to 10,000 people	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	Ralph Bint

	have gone through this process, with 23 known cases in Plymouth.			Facilities Manager November 2019 through end March 2020
Race	<p>92.9% of Plymouth's population is White British</p> <p>7.1% are Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common.</p> <p>The Council has 4.1% BME employees across its workforce.</p> <p>We have a rapidly rising BME population which has doubled since the 2001 census</p>	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	Ralph Bint Facilities Manager November 2019 through end March 2020
Sexual Orientation -including Civil Partnership	<p>There is no precise local data on numbers of Lesbian, Gay and Bisexual (LGB) people in Plymouth, but it is nationally estimated at between 5 – 7%. This would mean that approx. 12,500 people aged over 16 in Plymouth are LGB.</p>	No adverse impacts anticipated.	Monitor and review as necessary and appropriate	Ralph Bint Facilities Manager November 2019 through end March 2020

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	Not at this stage	
Good relations between different communities (community cohesion).	Not at this stage	
Human Rights	Not at this stage	

STAGE 4: The Principles of Fairness	
Principles	Comment
People should be able to access opportunity whatever their circumstances	The project will allow the land to be re-developed into a more sustainable and accessible business park unit.
The city should give priority to those in greatest need when it allocates resources	This project will remove a significant H&S risk currently posed to any users of the building.
Things that make the biggest difference to people's lives should get priority when deciding where resources go	This project will remove a significant H&S risk currently posed to any users of the building.
Unfairness which takes time to remove needs policies for the long term	The project is based upon engagement with staff in the business park to address any issues of unfairness.
Preventing inequalities is more effective than trying to eliminate them	We will consistently work to ensure our policies and practice deliver services that comply with Equality Act and Human Rights Act
Services should be provided 'with' people, not 'for' them	The works proposed at City Business Park has been in full consultation with on-site staff.

The needs of future and current generations should be balanced when making decisions.	The demolition of the Computer Complex building allows the residual land to be redeveloped into a more sustainable business centre for the future (Economic Development working up BC)
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STAGE 5: Publication			
Director, Assistant Director/Head of Service approving EIA.	Andrew Hardingham Head of Business Improvement, Place Directorate	Date	