

# EQUALITY IMPACT ASSESSMENT

## Foreshore Repairs



### STAGE 1: What is being assessed and by whom?

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

#### Current Situation

Storm damage to Foreshore Steps and Nosing presenting H&S and reputation risk.

#### Proposal

Option 1: The short term repair would be to re-insert the granite sets, insert and embed stainless steel helical bars into the concrete to try to tie the repair to the original structure. The voiding under the slab would then be filled with grout or NHC. The effectiveness of this repair could not be guaranteed but would buy us time in terms of delaying complete failure. This option would save £80,000 on the overall project and would likely require repair in future years.

Option 2: The longer term repair would involve much of the above but would include the introduction of stainless steel tie anchors that would be drilled from the outer nosing into the limestone outcrops which would in effect fix the nosing in position and prevent gross failure. Further cracking would of course continues in the concrete nosing repair because of the continued corrosion expansion of the inherent reinforcement but would afford the opportunity for ongoing localised repair

Option 2 is the preferred option.

Responsible Officer	Ralph Bint, Facilities Manager (Hard Services)
Department and Service	Facilities Management, Finance
Date of Assessment	22/02/2021

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> <ul style="list-style-type: none"> <li>0-4 years – 6%</li> <li>5-9 years - 5%</li> <li>10-14 - 5%</li> <li>15-19 - 7%</li> <li>20-24 - 10%</li> <li>25-29 - 7%</li> <li>30-34 - 6%</li> <li>35-39 - 6%</li> <li>40-44 - 7%</li> <li>45-49 - 7%</li> <li>50-54 - 6%</li> <li>55-59 - 5%</li> <li>60-64 - 6%</li> <li>65-69 - 5%</li> <li>70-74 - 4%</li> <li>75-79 - 3%</li> <li>80-84 - 2%</li> <li>85+ - 3%</li> </ul>	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&amp;S risk associated with Asbestos exposure to staff.</p>	<p>Ralph Bint Facilities Manager March 2021 through December 2021</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 March 2021 through December 2021</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 March 2021 through December 2021</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 March 2021 through December 2021</p>
Gender Reassignment	National figures (ONS 2013) indicate that up to 10,000 people have gone through this process,	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	<p>Ralph Bint Facilities Manager</p>

	with 23 known cases in Plymouth.			March 2021 through December 2021
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	<p>Ralph Bint</p> <p>Facilities Manager</p> <p>March 2021 through December 2021</p>
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	<p>Ralph Bint</p> <p>Facilities Manager</p> <p>March 2021 through December 2021</p>

**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	

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

<b>STAGE 5: Publication</b>			
Director, Assistant Director/Head of Service approving EIA.	Kim Brown <b>Service Director HR and OD</b>	Date	22/02/2021