

# EQUALITY IMPACT ASSESSMENT

Plymouth Highways (Parking)



## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

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| <b>What is being assessed - including a brief description of aims and objectives?</b> | <ul style="list-style-type: none"> <li>The executive decision to expedite applications for Blue Badges and Disabled Persons Parking Spaces where there is a terminal illness diagnosis.</li> </ul> |
| <b>Author</b>   | Darren Stoneman  |
| <b>Department and service</b>   | Plymouth Highways (Parking)  |
| <b>Date of assessment</b>   | 06/07/2021   |

## STAGE 2: EVIDENCE AND IMPACT

| Protected characteristics (Equality Act) | Evidence and information (eg data and feedback)  | Any adverse impact<br>See <a href="#">guidance</a> on how to make judgement   | Actions  | Timescale and who is responsible |
|--|--|---|--|----------------------------------|
| <b>Age</b>                               | <ul style="list-style-type: none"> <li>The average age in Plymouth (39.0 years) is about the same as the rest of England (39.3 years), but less than the South West (41.6yrs).</li> <li>Of the 16 SW authorities we have the third lowest percentage of older people (75), and the fifth highest percentage of children</li> </ul> | This is a positive action which will provide much needed expedience to the Blue Badge and Disabled Person Parking Space process where the applicant has had a diagnosis of a terminal illness | To ensure report is written and signed by appropriate delegated authority, | July 2021- Mike Artherton        |

|                   |  |   |   |                               |
|-------------------|--|---|---|-------------------------------|
|                   | <p>and young people (under 18).</p> <ul style="list-style-type: none"> <li>• Children and young people (CYP) under 18 account for 19.8 per cent of our population, within this 88.8 per cent are under 16.</li> <li>• In December 2016 it was estimated that 5.5% of young people in our city aged between 16 and 18 were not in Education, Employment or Training (NEET)' young people. Of those 457 young people who are NEET, approximately 25 % are known to have specific vulnerabilities.</li> <li>• The proportion of the working age population (16-64) is higher (66.1 per cent) than regionally (62.8 per cent) and nationally (64.7 per cent).</li> <li>• Plymouth has the sixth highest percentage of working age people in the South West.</li> </ul> |   |   |                               |
| <b>Disability</b> | <ul style="list-style-type: none"> <li>• A total of 31,164 people (from 28.5 per cent of households) declared themselves as having</li> </ul>  | This is a positive action which will provide much needed expedience to the Blue Badge and Disabled Person Parking Space process | Communicated to Local disability groups (PADAN) | August 2021 - Darren Stoneman |

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|  | <p>a long-term health problem or disability (national figure 25.7 per cent of households), compared with the total number of people with disabilities in UK (11,600,000).</p> <ul style="list-style-type: none"> <li>• 10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability.</li> <li>• 1,297 adults registered with a GP in Plymouth have some form of learning disability (2013/14).</li> <li>• Plymouth schools report that of every 1,000 children 17.5 have a learning difficulty.</li> <li>• There are 27166 adults with a disability in work.</li> <li>• There are 23,407 carers aged between 18 and 64 in Plymouth known to our services.</li> <li>• There are 17,937 state pension age</li> </ul> | where the applicant has had a diagnosis of a terminal illness |  |  |
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|                                 | <p>people with disability.</p> <ul style="list-style-type: none"> <li>• There are 3,142 children with disability.</li> <li>• National figures in March 2014, record that 143,400 people were registered as blind, a decrease of 4,400 (three per cent) from March 2011.</li> <li>• Similarly 147,700 people were registered as partially sighted, a decrease of 3,300 (two per cent) from March 2011. Our Translate Plymouth services recorded that BSL is amongst our most requested languages.</li> <li>• Over 13,000 people in our City are currently dependent on ESA.</li> </ul> |  |      |     |
| <b>Faith/religion or belief</b> | <ul style="list-style-type: none"> <li>• 84,326 (32.9 per cent) of the Plymouth population</li> </ul>   | The proposals will have no impact on any individual based on faith / religion or belief. | None | N/A |

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|  | <p>stated they had no religion.</p> <ul style="list-style-type: none"> <li>• Those with a Hindu, Buddhist, Jewish or Sikh religion combined totalled less than 1 per cent.</li> <li>• Christianity: 148,917 people (58.1 per cent), decreased from 73.6 per cent since 2001.</li> <li>• Islam: 2,078 people (0.8 per cent), doubled from 0.4 per cent since 2001.</li> <li>• Buddhism: 881 people (0.3 per cent), increased from 0.2 per cent since 2001.</li> <li>• Hinduism: 567 people (0.2 per cent) described their religion as Hindu, increased from 0.1 per cent since 2001.</li> <li>• Judaism: 168 people (0.1 per cent), decreased from 181 people since 2001.</li> <li>• Sikhism: 89 people (less than 0.1 per cent), increased from 56 people since 2001.</li> <li>• 0.5 per cent of the population had a current religion that was not Christianity,</li> </ul> |  |  |  |
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|   | Islam, Buddhism, Hinduism, Judaism or Sikh, such as Paganism or Spiritualism.  |  |      |     |
| <b>Gender - including marriage, pregnancy and maternity</b> | <ul style="list-style-type: none"> <li>Overall 50.6 per cent of our population are women and 49.4 per cent are men: this reflects the national figure of 50.8 per cent women and 49.2 per cent men.</li> <li>There were 3280 births in 2011. Birthrate trends have been on the increase since 2001, but since 2010 the number of births has stabilised. Areas with highest numbers of births include Stonehouse (142), Whitleigh (137) and Devonport (137).</li> <li>Of those aged 16 and over, 90,765 people (42.9 per cent) are married. 5,190 (2.5 per cent) are separated and still legally married or legally in a same-sex civil partnership.</li> </ul> | The proposals will have no impact on any individual based on gender. | None | N/A |

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|                            | <ul style="list-style-type: none"> <li>In Plymouth in 2017 the mean difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men was 11.3%, the median difference was 14.9%. (ASHE)</li> <li>Women employed by Plymouth City Council currently earn 97.4% of the average full time hourly wages of their male colleagues. (PCC Data)</li> </ul> |  |      |     |
| <b>Gender reassignment</b> | <ul style="list-style-type: none"> <li>Recent surveys have put the prevalence of transgender people between 0.6 and 1% of population (some very recent reports have upped this to 2%).</li> <li>Over the last 8 years the prevalence of transgendered people in the UK has been increasing at an average rate of 20%+ per annum in adults and 50% for children.</li> </ul>   | The proposals will have no impact on any individual based on gender reassignment | None | N/A |

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| <b>Race</b>   | <ul style="list-style-type: none"> <li>92.9% of people living in the city identify themselves as White British</li> <li>7.1% identify themselves as Black and Minority Ethnic</li> </ul>   | The proposals will have no impact on any individual based on Race               | None | N/A |
| <b>Sexual orientation - including civil partnership</b> | <ul style="list-style-type: none"> <li>There are no definitive data on <b>sexual orientation</b> at a local or national level. A recent estimate from the 2015 ONS Annual Population Survey (APS) suggests that 1.7 per cent of the UK population is LGB: if this figure was applied to Plymouth it would mean that there are approximately 3,649 LGB people in the city.</li> </ul> | The proposals will have no impact on any individual based on Sexual Orientation | None | N/A |

### 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 gap in average hourly pay between men and women by 2020.                                  | There are no implications | N/A                              |
| Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing | There are no implications | N/A                              |



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| <b>with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.</b> |  |     |
| <b>Good relations between different communities (community cohesion)</b>                                 | There will be a positive impact as those with a documented need for parking will be able to access safe parking close to their property and key services when needed | N/A |
| <b>Human rights</b><br>Please refer to <a href="#">guidance</a>  | There are no implications  | N/A |

## STAGE 4: PUBLICATION

Responsible Officer Mike Artherton

Date 05/07/2021

Parking, Highway and CCTV Group Manager