

EQUALITY IMPACT ASSESSMENT

Strategic Planning & Infrastructure



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	Crownhill Road Sustainable Transport Scheme – Pre-construction Services and Design
Author	Holley King
Department and service	Strategic Planning & Infrastructure
Date of assessment	26/01/2022

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	<p>The average age in Plymouth (38.6 years) is below the England average (40 years), and the South West (44.1 years).</p> <p>Children and young people (CYP) under 18 account for 20% of our population, with 18% being under 16.</p> <p>It is estimated that 6.3% of young people in our city aged between 16 and 18 years are not in</p>	<p>The scheme is not anticipated to have any adverse impact on specific age groups.</p> <p>It is anticipated to benefit residents in Plymouth from all age groups through allowing more choice and improved sustainable transport options and improved air quality.</p>	N/A	N/A

	<p>Education, Employment or Training.5</p> <p>The proportion of the working age population (15 - 64) is higher at 64.3% than regionally (61.1%) but similar to the national proportion (64.5%)</p>			
Disability	<p>A total of 31,164 people (from 28.5% of households) declared themselves as having a long-term health problem or disability (national figure 25.7% of households), compared with the total number of people with disabilities in UK (11,600,000) (2011 Census)</p> <p>In 2020, 8,550 people were living with sight loss in Plymouth. 1,280 people were registered blind or partially sighted.</p>	<p>The scheme is not anticipated to have any adverse impact on specific disability groups. It is anticipated that the scheme benefits will extend to all residents of by allowing more choice and improved sustainable transport options and improved air quality.</p>	<p>Crossings and other facilities will be provided to support the visually and mobility impaired.</p>	N/A
Religion or belief	<p>Christian: 58.1%</p> <p>Islam: 0.8%</p> <p>Buddhism: 0.3%</p> <p>Hinduism: 0.2%</p> <p>Judaism: 0.1%</p> <p>Sikhism: <0.1%</p> <p>No religion: 32.9%</p>	<p>The scheme is not anticipated to have any adverse impact on specific faiths, religions or beliefs.</p>	N/A	N/A
Sex - including marriage, pregnancy and maternity	<p>Overall 50.3% of the Plymouth population are female and 49.7% are male: this reflects the</p>	<p>The scheme is not anticipated to have any adverse impact on any specific genders.</p>	N/A	N/A

	national figure of 50.6% females and 49.4% males.			
Gender reassignment	There are no official estimates for gender reassignment at either national or local level. However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIRES) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.	The scheme is not anticipated to have any adverse impact on specific gender reassignment.	N/A	N/A
Race	White (all): 96.1% Mixed (all): 1.3% Asian (all): 1.5% Black (all): 0.7% Other: 0.4%	The scheme is not anticipated to have any adverse impact on specific race.	N/A	N/A
Sexual orientation - including civil partnership	Figures from the annual population survey have revealed that the number of people identifying as lesbian, gay or bisexual in the UK has increased from 1.6% in 2014 to 2.2% in 2018, an increase of more than a third. The Office of National Statistics said that those “in their late teens and early 20s are more likely to identify as LGB than older age groups,” while “more than two-thirds of the LGB population are single and have never	The scheme is not anticipated to have any adverse impact on specific sexual orientation group.	N/A	N/A

	married or entered into a civil partnership.”			
--	---	--	--	--

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
Celebrate diversity and ensure that Plymouth is a welcoming city.	The scheme will reduce congestion improve journey times and safety on A38 junctions, improving the image of the city.	
Pay equality for women, and staff with disabilities in our workforce.	It is not anticipated that this priority will be negatively impacted upon by the scheme.	
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	The delivery of this scheme allows for development of project management skills and sustainable transport and highways design and construction experience for PCC staff.	
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	It is not anticipated that this priority will be negatively impacted upon by the scheme.	
Plymouth is a city where people from different backgrounds get along well.	The scheme will help provide improved connectivity between neighbouring areas.	
Human rights Please refer to guidance	It is not anticipated that people’s human rights will be impacted upon by the scheme.	

STAGE 4: PUBLICATION

Responsible Officer – Paul Barnard

Date 26/01/2022

Head of Service