

EQUALITY IMPACT ASSESSMENT

Manadon Junction Large Local Major Scheme



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

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

The investment in Plymouth's Manadon LLM Scheme will provide resilience to the A38 Strategic Road Network and improve accessibility as the main link between northern and central Plymouth.

Manadon Junction is the point where the A38 SRN meets the busy A386 Tavistock Road, providing the main access route to regional employment and medical centres located in the north of Plymouth, including Plymouth Science Park, Plymouth International Medical and Technology Park, Derriford Hospital and Plymouth Marjon University.

It currently experiences significant congestion in the peak periods with traffic queuing back onto the A38, increasing road safety risk and causing traffic flow breakdown resulting in unreliable journeys along the SRN.

The proposed scheme includes a number of targeted improvements to Manadon, focusing on providing enhanced capacity for road users, but also delivering improved journey times for key bus services and enhanced pedestrian and cycle connectivity.

The improvements are critical to ensuring the future operation, reliability and resilience of both the A38 and A386. The improvements would improve the performance and resilience of the SRN, improving connectivity from Plymouth and South East Cornwall to the wider region and the rest of the UK.

Objectives:

1. Reduce Congestion
2. Support Economic Growth and Rebalancing
3. Support Housing Delivery
4. Support all Road Users
5. Support the Strategic Road Network (A38)

Author	
Department and service	SP&I Strategic Transport
Date of assessment	10/12/2019

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg 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 (39.0yrs) is about the same as the rest of England (39.3yrs), but less than the South West (41.6yrs).</p> <p>Of the 16 South West authorities we have the third lowest percentage of older people (75yrs), and the fifth highest percentage of children and young people (under 18).</p> <p>Children and young people (CYP) under 18 accounts for 19.9 per cent of our population, within this 90 per cent are under 16.</p> <p>It is estimated that 6.8 per cent of young people in our city aged between 16 and 18yrs are not in Education, Employment or Training (NEET) (DfE, 2018).</p> <p>The proportion of the working age population (15 - 64) is higher at 65 per cent than</p>	No adverse impact is anticipated.		

	regionally (62 per cent) and nationally (64 per cent).			
Disability	<p>A total of 31,164 people (from 28.5 per cent of households) declared themselves as having 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> <p>10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability.</p> <p>1,297 adults registered with a GP in Plymouth have some form of learning disability (2013/14).</p> <p>Plymouth schools report that of every 1,000 children 17.5 have a learning difficulty.</p> <p>There are 27166 adults with a disability in work.</p> <p>There are 23,407 carers aged between 18 and 64 in Plymouth known to our services.</p> <p>There are 17,937 state pension age people with disability.</p> <p>There are 3,142 children with disability.</p> <p>National figures in March 2014, record that 143,400 people were registered as blind, a</p>	No adverse impact is anticipated.	Crossing facilities will be upgraded to support the visually and mobility impaired.	

	<p>decrease of 4,400 (three per cent) from March 2011.</p> <p>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.</p> <p>Over 13,000 people in our City are currently dependent on ESA.</p>			
<p>Faith/religion or belief</p>	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917 people).</p> <p>32.9 per cent (84,326) of the Plymouth population stated they had no religion.</p> <p>Those with a Hindu, Buddhist, Jewish or Sikh religion combined totalled less than 1 per cent.</p> <p>Islam: 0.8 per cent, (2,078 people) doubled from 0.4 per cent since 2001.</p> <p>Buddhism: 0.3 per cent, (881 people) increased from 0.2 per cent since 2001.</p> <p>Hinduism: 0.2 per cent, 567 people described their religion as Hindu,</p> <p>Judaism: 0.1 per cent, 168 people</p>	<p>No adverse impact is anticipated.</p>		

	<p>Sikhism: 89 people (less than 0.1 per cent), increased from 56 people since 2001.</p> <p>0.5 per cent of the population had a current religion that was not Christianity, Islam, Buddhism,</p> <p>Hinduism, Judaism or Sikh, such as Paganism or Spiritualism.</p>			
<p>Gender - including marriage, pregnancy and maternity</p>	<p>Overall 50.2 per cent of our population are women and 49.8 per cent are men: this reflects the national figure of 50.7 per cent women and 49.3 per cent men.</p> <p>There were 2,815 births in 2016. Birth rate trends were stable between 2013 and 2016 but have started to decline. The wards with the highest numbers of births are Devonport (268), St Peter and the Waterfront (219).</p> <p>Of those aged 16 and over, 90,765 people (42.9 per cent) are married and 78,544 (37.1 per cent) are single. 5,190 (2.5 per cent) are separated and still legally married or legally in a same-sex civil partnership. 22,272 (10.5 per cent) are divorced.</p> <p>Nationally, the current gender pay gap is 8.6 per cent for F/T</p>	<p>No adverse impact is anticipated.</p>		

	<p>employees (ONS, 2018), down from 9.1 per cent in 2017.</p> <p>In Plymouth the current gender pay gap is 6.5 per cent for F/T employees (ONS, 2018)</p> <p>At Plymouth City Council, the median hourly rate for women is 3.3 per cent higher than for men meaning women earn £1.03 for every £1 that men earn.</p>			
Gender reassignment	<p>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.</p> <p>By applying this to Plymouth's 16+ population, it is estimated that there may be somewhere between 1,287 and 2,146 adults in the city that are experiencing some degree of gender variance.</p> <p>The Tavistock and Portman NHS Foundation Trust has seen an increase in the number of young people referred to our Gender Identity Development Service in</p>	No adverse impact is anticipated.		

	<p>2017/18, compared to the previous year. In 2017/18 there were 2,519 referrals received at the clinic. This represents a 25 per cent increase compared to the previous year which had 2,016 referrals. While this is an increase in referrals, the rate of increase has decreased compared to the previous year from 2016/2017, which itself was a reduced rate from the year before.</p>			
Race	<p>92.9 per cent of Plymouth's population identify themselves as White British.</p> <p>7.1 per cent identify themselves as Black and Minority Ethnic (BME) with White Other (2.7 per cent), Chinese (0.5 per cent) and Other Asian (0.5 per cent) the most common ethnic groups.</p> <p>Our recorded BME population rose from 3 per cent in 2001 to 6.7 per cent in 2011, and therefore has more than doubled since the 2001 census.</p> <p>Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three. Based on full year data for 2012-13, our Translate Plymouth services recorded that the most</p>	No adverse impact is anticipated.		

	<p>requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin.</p> <p>Nearly 100 different languages are spoken in schools by children of different backgrounds. Polish and Arabic are the most common, spoken by 385 and 143 children respectively.</p> <p>Four neighbourhoods have a population of school age children where 20 per cent or more are from a BME background. They are City Centre (38.0 per cent), Greenbank and University (32.3 per cent), Stonehouse (29.9 per cent) and East End (23.4 per cent). There are 2,204 of compulsory school age children (5 to 16 years old) that speak English as an additional other language (January 2016).</p> <p>The Ride has 13 recently refurbished permanent site pitches. We have three small private sites with a total of 4 pitches. In 2010, which was our peak year, we dealt with 44 unauthorised encampments in the city with over 200 children living on them.</p> <p>The 2011 Census records that there were 4328 people from the A8 and A2 Accession Countries resident in the City.</p>		
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	Of these 2332 recorded their country of birth as Poland, with 57 per cent arriving between March 2006 and 2008.			
Sexual orientation - including civil partnership	<p>Over the last five years, the proportion of the UK population identifying as lesbian, gay or bisexual (LGB) has increased from 1.5% in 2012 to 2.0% in 2017, although the latest figure is unchanged from 2016. In Plymouth this would mean that around 5,260 residents identify as LGB.</p> <p>In 2017, there were an estimated 1.1 million people aged 16 years and over identifying as LGB out of a UK population aged 16 years and over of 52.8 million.</p> <p>Males (2.3%) were more likely to identify as LGB than females (1.8%) in 2017.</p> <p>People aged 16 to 24 years were most likely to identify as LGB in 2017 (4.2%).</p>	No adverse impact is anticipated.		

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.	It is not anticipated that there will be any implications on reducing the gap in average hourly pay between men and women by 2020.	Head of Transport
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing	It is not anticipated that there will be any implications on hate crime and belief crime incidents by 2020	Head of Transport

with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.		
Good relations between different communities (community cohesion)	It is not anticipated that there will be any implications on relations between communities.	Head of Transport
Human rights Please refer to guidance	It is not anticipated that people's human rights will be impacted by the scheme.	Head of Transport

STAGE 4: PUBLICATION

Responsible Officer: Philip Heseltine

Date 10.12.2019

Head of Transport