

# EQUALITY IMPACT ASSESSMENT

Project Title: Central Park Ponds Project – commitment to contractor procurement route  
Environmental Planning



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

What is being assessed - including a brief description of aims and objectives?	PCC wish to appoint South West Highways (SWH) via the Term Maintenance Contract (TMC) in order to deliver the Central Park Ponds Project. This project is a key part of the approved investment for Central Park Improvements Programme Phase 3. Confirming this appointment will demonstrate a commitment to spending the allocated funding and completing the project within the timeline set out for Central Park Improvements Programme Phase 3 (ending July 2023). A robust analysis of procurement options available to PCC has been undertaken and determined that appointing SWH via the TMC is the recommended option.
Responsible Officer	Zoe Sydenham
Department and Service	Natural Infrastructure Projects and Partnerships Team, Strategic Planning & Infrastructure
Date of Assessment	04/05/2022

## 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	It is anticipated that the project will be open to all	No adverse impact, all age groups will have the	N/A	N/A

	age groups. There would be a requirement for young children to be supported by an adult. We will actively engage families and schools	opportunity and will be actively encouraged to be involved.		
Disability	Access to monitoring forms and networks that are developed will conform to the requirements of the Equality Act and recommended guidelines for users with a disability.  Improvements will comply with the Equality Act and recommended guidelines for users with a disability	No adverse impact of the project. The project will be accessible to all abilities.	N/A	N/A
Faith, Religion or Belief	Christian: 58.1% Islam: 0.8% Buddhism: 0.3% Hinduism: 0.2% Judaism: 0.1% Sikhism: <0.1% No religion: 32.9%	No adverse impact  The project will be accessible to all faiths, religions and beliefs.	N/A	N/A
Gender - including marriage, pregnancy and maternity	Overall 50.2% of our population are women; this reflects the national figure of 50.7%.	No adverse impact, there will be no barriers to involvement based on gender.	N/A	N/A

	There will be no gender barrier to being involved in this project.			
Gender Reassignment	Access to being involved in the project will not be limited by gender reassignment.	No adverse impact, there will be no barriers to involvement based on 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 project will be open to all to participate regardless of race.	No adverse impact, the project will be open to all to participate regardless of race.	N/A	N/A
Sexual Orientation -including Civil Partnership	The project will be open to all to participate regardless of sexual orientation.	No adverse impact, the project will be open to all to participate regardless of sexual orientation.	N/A	N/A

<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>
Reduce the inequality gap, particularly in health between communities.	The site is a city wide provision. It will remain free open access for all and improvements will benefit walking and cycling and actively encourage nature	This is part of Phase 3 of the Central Park Improvements Programme, which is a continuation of Phase 1 and 2 started in May 2017 and is delivered by

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	based activities for all abilities.	the Environmental Planning Team.
Good relations between different communities (community cohesion).	The project has had input from user-groups and design will embed areas for communal seating/picnic/meeting areas and interaction with nature	This is part of Phase 3 of the Central Park Improvements Programme, which is a continuation of Phase 1 and 2 started in May 2017 and is delivered by the Environmental Planning Team.
Human Rights	<p>This service recognises Article 14 of Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>All staff and service users will be treated fairly and that their human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p>	N/A

<b>STAGE 4: The Principles of Fairness</b>	
<b>Principles</b>	<b>Comment</b>
People should be able to access opportunity whatever their circumstances.	The use and enjoyment of Central Park Ponds Project is open to all.
The city should give priority to those in greatest need when it allocates resources.	The project will be open to all and will give equal weight to the information provided to it by all members of society. Improvements will take into account the needs of all users and promote equality of access.
Things that make the biggest difference to people's lives should get priority when deciding where resources go.	The project will ensure that the people of Plymouth will have access to high quality natural spaces benefitting from the associated health and social benefits.
The way things are done in the city matters just as much as what is done.	The project has actively provided opportunity for local stakeholders to contribute to the design.

Unfairness which takes time to remove needs policies for the long term.	Access to and enjoyment of Central Park is open to all and is fair for all.
Preventing inequalities is more effective than trying to eliminate them.	The project will work on the premise of preventing inequality within communities by providing opportunity for all to be involved.
Services should be provided 'with' people, not 'for' them.	Input from the community will be vital in the delivery of this project in order to ensure the improvements meet their needs.
The needs of future and current generations should be balanced when making decisions.	Improvements will use robust and sustainable material to ensure longevity of works for the enjoyment of current and future generations.

**STAGE 4: Publication**

Director, Assistant Director/Head of Service approving EqIA.		Date	18.5.22
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