


# EQUALITY IMPACT ASSESSMENT

Policy and Intelligence Team



# EQUALITY IMPACT ASSESSMENT

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

|  |  |                                |  |                            |            |
|--|--|--------------------------------|--|----------------------------|------------|
| <b>Author(s):</b><br>This is the person completing the EIA template.   | Amy Neale  | <b>Department and service:</b> | Traffic Management Team – Plymouth Highways  | <b>Date of assessment:</b> | 23/03/2022 |
| <b>Lead Officer:</b><br>Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.  | Mike Artherton   | <b>Signature:</b>              |  | <b>Approval date:</b>      | 24/03/2022 |
| <b>Overview:</b><br>Please use this section to provide a concise overview of the proposal being assessed including: <ul style="list-style-type: none"> <li>▪ Aims and objectives (including rationale for decision)</li> <li>▪ Key stakeholders</li> <li>▪ Details of any engagement activities</li> </ul> | Following issues with vehicles parking in PCC engineering bays across the city, we are proposing to carry out a scheme to introduce double yellow lines to all these bays, to enable access whenever needed by staff.  |                                |  |                            |            |
| <b>Decision required:</b><br>Within this section, you must be clear on any decision being made and how/when, it will be taken.   | To implement the following amendments to The City of Plymouth (Traffic Regulation and Street Parking Places) (Consolidation) Order 2004<br><b>The effect of the order shall be to add No Waiting at Any Time on lengths of the following roads:</b> Cattedown Roundabout, Derriford Roundabout, Exeter Street, Haye Road South, Manadon Roundabout, Novorossiysk Road, Sandy Road, Shapters Road, Southway Drive, Tamerton Foliot Road, Tavistock Road |                                |  |                            |            |

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

|   |     |  |    |   |
|---|-----|--|----|---|
| <b>Potential external impacts:</b><br>Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics? | Yes |  | No | √ |
|---|-----|--|----|---|

|  |   |  |           |   |
|--|---|--|-----------|---|
| <b>Potential internal impacts:</b><br>Does the proposal have the potential to negatively impact Plymouth City Council employees?   | <b>Yes</b>  |  | <b>No</b> | √ |
| Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section two) | <b>Yes</b>  |  | <b>No</b> | √ |
| If you do not agree that a full equality impact assessment is required, please set out your justification for why not.   | We are proposing to add DYLS to engineering bays where vehicles should not be parking anyway. Consultation has taken place and we received no comments to the proposal as set out in the briefing report. |  |           |   |

### SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

| <b>Protected characteristics (Equality Act, 2010)</b> | <b>Evidence and information (e.g. data and consultation feedback)</b>  | <b>Adverse impact</b>   | <b>Mitigation activities</b>  | <b>Timescale and responsible department</b>  |
|---|--|---|---|--|
|   | <p>Provide examples of the data that you have used to inform your decision. Examples include census data, service feedback, consultation responses and information collected via demographic monitoring etc.</p> <p>The boxes below provide examples of the types of data you may wish to use.</p> | <p>Please use this column to identify where your decision may cause an adverse impact on those with protected characteristics. You can read the EIA Toolkit for guidance on how to make judgement.</p> <p>Where there is no adverse impact, please type 'not applicable'.</p> | <p>Please use this column to detail any mitigation action you plan to take to limit any identified adverse impacts. Where it is not possible to mitigate against an adverse impact you must make this clear. You can read the EIA Toolkit for guidance.</p> | <p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p> |
| <b>Age</b>  | No issues raised in consultation   |   |   |  |
| <b>Disability</b>                                     | No issues raised in consultation   |   |   |  |
| <b>Gender reassignment</b>                            | No issues raised in consultation   |   |   |  |
| <b>Marriage and civil partnership</b>                 | No issues raised in consultation   |   |   |  |

|                                |                                  |  |  |  |
|--------------------------------|----------------------------------|--|--|--|
| <b>Pregnancy and maternity</b> | No issues raised in consultation |  |  |  |
| <b>Race</b>                    | No issues raised in consultation |  |  |  |
| <b>Religion or belief</b>      | No issues raised in consultation |  |  |  |
| <b>Sex</b>                     | No issues raised in consultation |  |  |  |
| <b>Sexual orientation</b>      | No issues raised in consultation |  |  |  |

#### SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

| <b>Human Rights</b>  | <b>Implications</b>                    | <b>Mitigation Actions</b> | <b>Timescale and responsible department</b> |
|--|--|---------------------------|---|
| If your proposal may impact on the Council's ability to ensure human rights, please specify the relevant article in the boxes below – add more rows if required. Only complete this section if it is relevant to your decision. If it is not relevant, please type 'not applicable'. | No adverse impact has been identified. |                           |   |
|  |  |                           |   |

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

| <b>Equality objectives</b>  | <b>Implications</b>                    | <b>Mitigation Actions</b> | <b>Timescale and responsible department</b> |
|---|--|---------------------------|---|
|   |  |                           |   |
| <b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>  | No adverse impact has been identified. |                           |   |
| <b>Pay equality for women, and staff with disabilities in our workforce.</b>  | No adverse impact has been identified. |                           |   |
| <b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>   | No adverse impact has been identified. |                           |   |
| <b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b> | No adverse impact has been identified. |                           |   |
| <b>Plymouth is a city where people from different backgrounds get along well.</b>   | No adverse impact has been identified. |                           |   |