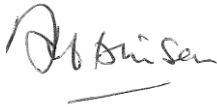


# EQUALITY IMPACT ASSESSMENT – [CMS]

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Philip Bellamy	<b>Department and service:</b>	Highways	<b>Date of assessment:</b>	30/1/23
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Philip Robinson	<b>Signature:</b>		<b>Approval date:</b>	30/01/23
<b>Overview:</b>	Installation of Centralised Management System and staged control of Street Lighting Installation across the City of Plymouth				
<b>Decision required:</b>	Approval of the procurement and installation of hardware, programming of profile and Risk mitigate measures as outlined in main CMS Business Case				

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>	<input checked="" type="checkbox"/>	<b>No</b>	<input type="checkbox"/>
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>	<input type="checkbox"/>	<b>No</b>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<b>No</b>	<input type="checkbox"/>
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

## SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
	All data is from the 2011 Census except for age and sex which has been			

	updated with 2021 data. Data will be updated with the 2021 Census data as it becomes available.			
<b>Age</b>	<p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 per cent of people in Plymouth are children aged under 15.</li> <li>• 65.1 per cent are adults aged 15 to 64.</li> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(Data sourced from the 2021 Census)</p>	Any impact from street lights being profiled will have consideration to and in respect to age, mobility or where personal safety is an issue.	<p>No Street lights will be turned off at night</p> <p>“Areas outside of sheltered housing, other residences accommodating vulnerable people, formal pedestrian crossing, Night Venues, subways and enclosed footpaths and alleyways where one end links to a road that is lit all night, or areas with a 24 hour operational emergency service such as hospitals and nursing homes” are considered within the constraints outlined within BS5489 and will be considered individually on a risk based approach.</p> <p>Reactive and ‘on-demand’ changes can be made by engineer (emerging issues and/or Emergency Services request)</p>	Prior to mobilisation and ongoing - ‘dynamic re-assessment’ consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer
<b>Disability</b>	10 per cent of our population have their day-to-day activities limited a lot by a long-	Any impact from street lights being profiled at night will be in respect to mobility or	<p>No Street lights will be turned off at night</p> <p>“Areas outside of sheltered housing,</p>	Prior to mobilisation and ongoing - ‘dynamic re-assessment’ consultation with

	term health problem or disability (2011 Census).	where personal safety is an issue.	<p>other residences accommodating vulnerable people, formal pedestrian crossing, Night Venues, subways and enclosed footpaths and alleyways where one end links to a road that is lit all night, or areas with a 24 hour operational emergency service such as hospitals and nursing homes” are considered within the constraints outlined within BS5489 and will be considered individually on a risk based approach.</p> <p>Reactive and ‘on-demand’ changes can be made by engineer (emerging issues and/or Emergency Services request)</p>	Emergency Services, Public Protection, Night Time Economies and Lighting Engineer
<b>Gender reassignment</b>	<p>There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).</p> <p>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>There maybe locations or areas not currently identified where street lighting will be profiled, which may then impact on All Protected Characteristics. Any impact from street lights being profiled late at night will be in respect to mobility or personal safety.</p>	<p>Any locations or areas identified during the consultation which aren’t currently on the list of places where street lights are kept on @100% (see ‘Areas where street lights have not been profiled) or will have an impact through dimming, will need to be reviewed</p> <p>Reactive and ‘on-demand’ changes can be made by engineer (emerging issues and/or Emergency Services request)</p>	<p>Prior to mobilisation and ongoing - ‘dynamic re-assessment’ consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer</p>

<b>Marriage and civil partnership</b>	<p>There were 234,795 marriages in England and Wales in 2018.</p> <p>In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of which 7,208 were registered in England and 358 were registered in Wales.</p> <p>There were 785 civil partnerships formed between same-sex couples in England and Wales in 2020, of which 745 were registered in England and 40 were registered in Wales.</p>	None	None	N/A
<b>Pregnancy and maternity</b>	<p>There were 640,370 live births in England and Wales in 2019, a decrease of 2.5 per cent since 2018. The mid-year 2019 population estimates show that there were 2,590 births in Plymouth.</p> <p>The total fertility rate (TFR) for England and Wales decreased from 1.70 children per woman in 2018 to 1.65 children per woman in 2019.</p>	<p>There maybe locations or areas not currently identified where street lighting are profiled, which may then impact on All Protected Characteristics. Any impact from street lights profiled at night will be in respect to mobility or personal safety.</p>	<p>Any locations or areas identified during the consultation which aren't currently on the list of places where street lights are kept on @100% (see 'Areas where street lights have not been profiled) or will have an impact through profiling, will need to be reviewed</p>	<p>Prior to mobilisation and ongoing - 'dynamic re-assessment' consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer</p>
<b>Race</b>	<p>92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic.</p> <p>Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three (2011 Census).</p>	<p>There maybe locations or areas not currently identified where street lighting will be profiled, which may then impact on All Protected Characteristics. Any impact from street lights being profiled at night will be in respect to mobility or personal safety.</p>	<p>Any locations or areas identified during the consultation which aren't currently on the list of places where street lights are kept on @100% (see 'Areas where street lights have not been profiled) or will have an impact through dimming, will need to be reviewed</p>	<p>Prior to mobilisation and ongoing - 'dynamic re-assessment' consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer</p>

<b>Religion or belief</b>	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p>	Yes. Those who use places of worship late at night where personal safety is an issue	Yes. Further information is required on whether or not 'Religion or belief' is seen as a Protected Characteristic that will be impacted upon disproportionality should street lights be profiled at places of worship late at night.	Prior to mobilisation and ongoing - 'dynamic re-assessment' consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).	No	No	N/A
<b>Sexual orientation</b>	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).	There maybe locations or areas not currently identified where street lighting will be profiled, which may then impact on All Protected Characteristics. Any impact from street lights being profiled late at night will be in respect to mobility or personal safety.	Any locations or areas identified during the consultation which aren't currently on the list of places where street lights are kept on @100% (see 'Areas where street lights have not been profiled) or will have an impact through profiling, will need to be reviewed	Prior to mobilisation and ongoing - 'dynamic re-assessment' consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer

#### SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	Yes. Those who use outside places late at night where personal safety is an issue	Reactive and 'on-demand' changes can be made by engineer (emerging issues and/or Emergency Services request)	Prior to mobilisation and ongoing - 'dynamic re-assessment' consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	There maybe locations or areas not currently identified where street lighting will be profiled, which may then impact on All Protected Characteristics. Any impact from street lights being profiled late at night will be in respect to mobility or personal safety.	Any locations or areas identified during the consultation which aren't currently on the list of places where street lights are kept on @100% (see 'Areas where street lights have not been profiled) or will have an impact through profiling, will need to be reviewed  Reactive and 'on-demand' changes can be made by engineer (emerging issues and/or Emergency Services request)	Prior to mobilisation and ongoing - 'dynamic re-assessment' consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No	No	N/A
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	No	No	N/A
<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>	There maybe locations or areas not currently identified where street lighting will be profiled, which may then impact on All Protected Characteristics. Any impact from street lights being profiled late at night will be in respect to mobility or personal safety.	Any locations or areas identified during the consultation which aren't currently on the list of places where street lights are kept on @100% (see 'Areas where street lights have not been profiled) or will have an impact through profiling, will need to be reviewed  Reactive and 'on-demand' changes can be made by engineer (emerging issues and/or Emergency Services request)	Prior to mobilisation and ongoing - 'dynamic re-assessment' consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer

<p><b>Plymouth is a city where people from different backgrounds get along well.</b></p>	<p>There maybe locations or areas not currently identified where street lighting will be profiled, which may then impact on All Protected Characteristics. Any impact from street lights being profiled late at night will be in respect to mobility or personal safety.</p>	<p>Any locations or areas identified during the consultation which aren't currently on the list of places where street lights are kept on @100% (see 'Areas where street lights have not been profiled) or will have an impact through dimming, will need to be reviewed</p> <p>Reactive and 'on-demand' changes can be made by engineer (emerging issues and/or Emergency Services request)</p>	<p>Prior to mobilisation and ongoing - 'dynamic re-assessment' consultation with Emergency Services, Public Protection, Night Time Economies and Lighting Engineer</p>
--	--	--	--