


EQUALITY IMPACT ASSESSMENT – A38 MANADON INTERCHANGE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Robin Saines	Department and service:	Place - SP&I – Strategic Transport	Date of assessment:	10/01/2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Philip Heseltine	Signature:		Approval date:	10.01.2023
Overview:	<p>This EqlA is in relation to an Executive Decision to approve allocated funding from the Integrated Transport Block allocation to Plymouth City Council, in order to continue the development of this scheme while we are awaiting the decision from the Department of Transport on the Outline Business Case submitted in October 2021.</p> <p>The Plymouth and South West Devon Joint Local Plan 2014-2034 (JLP) identifies Derriford and the Northern Corridor as a Growth Area because of its potential to deliver a regionally significant scale of growth in new jobs and new homes. The A38 Manadon Interchange is the primary access point which connects the A38 trunk road to the A386 Tavistock Road, the primary route to the Derriford area, and Outland Road and Mannamead Road from the City Centre. The A38 Manadon Interchange currently experiences significant congestion and delays, particularly at peak times, and is one of the worst performing junctions on the South West Strategic Road Network.</p> <p>The Manadon scheme will seek to increase capacity on all arms of the junction as well as providing significant improvements to walking and cycling facilities, including a new cycle bridge across the A38.</p> <p>Objectives of the scheme:</p> <ul style="list-style-type: none"> • Reduce congestion • Support economic growth and rebalancing • Support housing delivery • Support all road users • Support the Strategic Road Network (SRN) 				
Decision required:	<p>It is recommended that the Leader of the Council:</p> <ul style="list-style-type: none"> • Approves this business case update • Allocates £1,224,000 to the Capital Programme, funded by: 				

	<ul style="list-style-type: none"> ○ DfT Integrated Transport Grant funding of £1,224,000 • Delegates the award of contracts to the Service Director for Strategic Planning and Infrastructure to award contracts where they would not already have authority to do so.
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SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	x
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	x
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)	Yes		No	x
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	This is to accompany an Executive Decision that is to approve funding to continue to develop the scheme. Therefore I believe that this decision has no impact on equality and does not require a full equality impact assessment. If the scheme progresses to contract award then the contract award decision would need to be re-reviewed to consider whether a full EqlA is required.			

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.			
Age	Plymouth <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. 	No adverse impact is anticipated		

	<ul style="list-style-type: none"> • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(Data sourced from the 2021 Census)</p>			
Disability	10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).	No adverse impact is anticipated		
Gender reassignment	<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</p>	No adverse impact is anticipated		

	experiencing some degree of gender variance.			
Marriage and civil partnership	<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>	No adverse impact is anticipated		
Pregnancy and maternity	<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>	No adverse impact is anticipated		
Race	<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>	No adverse impact is anticipated		

Religion or belief	<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>	No adverse impact is anticipated		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact is anticipated		
Sexual orientation	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).	No adverse impact is anticipated		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.			
Pay equality for women, and staff with disabilities in our workforce.			
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024			

Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.			
Plymouth is a city where people from different backgrounds get along well.			