


EQUALITY IMPACT ASSESSMENT – WALKING, WHEELING AND CYCLING FUNDS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Richard Banner	Department and service:	Strategic Planning & Infrastructure, Place	Date of assessment:	23/03
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Paul Barnard	Signature:		Approval date:	23/03/23
Overview:	The Government has made funding available for local authorities to build priority walking, wheeling and cycling schemes. Plymouth's exciting package of measures includes: Project Development <ul style="list-style-type: none"> - LCWIP Route 1: Ponsonby Road Crossing (Central Park) - LCWIP Route 14: Pomphlett Road Crossing (Morrisons) - LCWIP Route 11 – Elburton Road Cycle Lane Review Project Delivery <ul style="list-style-type: none"> - Civic Square walking and cycling improvements - Funding to deliver Plymbridge Road. 				
Decision required:	Agreement with the outcomes of the Equality Impact Assessment screening (Section Two) and approval for the schemes to proceed on the grounds that there are no negative equality impacts from these projects.				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts:	Yes		No	<input checked="" type="checkbox"/>
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Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?		Yes		No <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 three)		Yes		No <input checked="" type="checkbox"/>
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.		The projects will not have a specific negative impact upon: Age; Disability; Faith, Religion or Belief; Gender; Gender Reassignment; Race; Sexual Orientation – including Civil Partnership; inequality gaps for health; good relations between different communities; or Human Rights.		
Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 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. 	No Adverse Impact		

	<ul style="list-style-type: none"> • 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>(2021 Census)</p>			
Disability	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	No Adverse Impact		
Gender reassignment	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p>	No Adverse Impact		
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	No Adverse Impact		

Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No Adverse Impact		
Race	<p>In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	No Adverse Impact		
Religion or belief	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	No Adverse Impact		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No Adverse Impact		
Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of	No Adverse Impact		

	residents describe their sexual orientation using a different term (2021 Census).			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No Adverse Impact		

SECTION FIVE: OUR EQUALITY OBJECTIVES

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