


EQUALITY IMPACT ASSESSMENT – WOOLWELL TO THE GEORGE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Lucy Pascoe	Department and service:	Strategic Planning and Infrastructure	Date of assessment:	25.04.2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Philip Heseltine	Signature:		Approval date:	03.05.2023
Overview:	Aim: To increase capacity, reduce journey times and improve journey time reliability and to assist with accessing the George Park and Ride for public transport users whilst also bringing with it welcome benefits to cyclists and those who walk. A faster, more reliable road network will improve connectivity and unite local communities. The improvements that have been specifically identified are: 1. Road widening on the A386 between the George Junction and Woolwell Roundabout. 2. Removal of current roundabout to be replaced with a signal control junction. 3. Improvements to Woolwel Crescent, allowing new right turns out and left turns in. Objectives: 1. Reduce congestion 2. Support the Strategic Road Network 3. Support all road users 4. Support housing delivery 5. Support economic growth and rebalancing				
Decision required:	To award the contract for undertaking project management, design work and other associated tasks to WSP for Phases 1 and 2 of Woolwell to The George Transport Scheme via the NHS Framework agreement. An SLA has been signed and agreed between WSP and PCC.				

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	no
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	no

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	no
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
Age	<p>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.</p> <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. 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. 	The scheme is not anticipated to have any adverse impact on specific age groups	None	N/A

	<ul style="list-style-type: none"> 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>	The scheme is not anticipated to have any adverse impact on specific disability groups.	Formal crossing facilities will be upgraded to support the visually and mobility impaired.	Project Manager
Gender reassignment	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).	The scheme is not anticipated to have any adverse impact on gender reassignment	None	N/A
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>	The scheme is not anticipated to have any adverse impact on marriage and/or civil partnership	None	N/A
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.	The scheme is not anticipated to have any adverse impact on pregnancy and maternity	None	N/A

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>	The scheme is not anticipated to have any adverse impact on race	None	N/A
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>	The scheme is not anticipated to have any adverse impact on religion or belief	None	N/A
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	The scheme is not anticipated to have any adverse impact on Sex	None	N/A
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 residents describe their sexual orientation using a different term (2021 Census).	The scheme is not anticipated to have any adverse impact on sexual orientation	None	N/A

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	It might not be possible to deliver the necessary improvements without land outside the Council's ownership, however impact on private landowners will be minimised as much as possible and every effort will be made to secure any necessary land through agreement.	<p>The design of the scheme has taken as little land from private landowners, and a redesign has taken place to further remove as much private property where possible.</p> <p>Throughout the scheme development regard has and must continue to be had to the fair balance that has to be struck between the competing interests of the individual and those of the community as a whole.</p> <p>Consultation and negotiation will take place with potentially affected landowners.</p>	Head of Transport 2025/2026

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 has been identified		
Pay equality for women, and staff with disabilities in our workforce.	No adverse impact has been identified		
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No adverse impact has been identified		

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 has been identified		
Plymouth is a city where people from different backgrounds get along well.	No adverse impact has been identified		