

EQUALITY IMPACT ASSESSMENT – MOUNT EDGCUMBE COUNTRY PARK OSPO

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	David Marshall	Department and service:	Mount Edgcumbe Country Park (Economic Development)	Date of assessment:	02 11 2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Anthony Payne	Signature:	Agreed via email	Approval date:	02 11 2023
Overview:	Mount Edgcumbe's overdue review of parking charges. These charges are reviewed on a five-year cycle and the last review (2017) resulted in the 'Off Street Parking Places Order: Mount Edgcumbe 2018'. The assessment aims to balance the burden of cost in the provision of properly managed parking places against the need not to discriminate or discourage the public from visiting a public asset.				
Decision required:	The revocation of the Cornwall Council (Off Street Parking Places At Mount Edgcumbe Country Park) Order 2018 and commencement of a new Cornwall Council (Off Street Parking Places At Mount Edgcumbe Country Park) Order 2024. This is known as the Off Street Parking Order or OSPO.				

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	Yes	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>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. 	<p>None: All age groups will benefit from a carefully rationalised approach. Access issues will be monitored continuously.</p> <p>Evidence: Visitor Surveys; customer comments; volunteer feedback forms; Friends organisation meetings; staff appraisals; commercial tenants' forums and meetings; independent professional advice</p> <p>0 – 17 – 35.2%</p> <p>18 – 35 – 11.5%</p> <p>36 – 50 – 22.8%</p> <p>51 – 64 – 17.9%</p>	<p>Ensure information about the parking charges review is disseminated in a diverse and non-age discriminatory way.</p> <p>Requests for assisted access (special coach tours/visits and so on) will be serviced at the discretion of Park management.</p>	Park Manager

	<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>	<p>65+ - 12.6%</p> <p>This is a quinquennial repetition of an Off-Street Parking Order (OSPO) that has been in place since the 1990's. It applies equally to all.</p>		
<p>Care experienced individuals (Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>None: The Park will remain free for all at the point of access.</p>	<p>N/A</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>	<p>Access issues for the Park as a whole have always been paramount in formulating policy (as far as reasonably practical in a Grade 1 listed landscape). The Mount Edgcumbe team is highly aware of the importance of reputation and the provision of customer care and equality of access wherever and whenever reasonably practical. Free disabled parking is offered – this is not being changed through this proposal.</p> <p>We also maintain substantial free car parking – for example at Maker Church</p>	<p>Where possible group organisers, individual visitors and holiday let visitors will be engaged and informed in advance of a visit.</p> <p>Promotional materials and information will be provided in various formats allowing for the widest possible inclusion.</p> <p>Level and reasonable access routes will be provided wherever possible.</p> <p>Equality of access for toilets within car parks are already provided.</p> <p>Tramper hire will also be available.</p>	Park Manager
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>	None	<p>Any staff member, service user or visitor will be treated with sensitivity and dignity</p>	Park Manager
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</p>	None	<p>Ensure staff have received equality and diversity training and will be equality compliant</p>	Park Manager

	partnerships with the opposite sex (2021 Census).			
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.	None		
Race	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) 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) 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).	None		
Religion or belief	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). 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).	Information not collected at Mount Edgcumbe. This proposal will apply equally to all.		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	None		
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		Ensure that visual imagery and language involved in	Park Manager

	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).		any associated information materials are not perceived as discriminatory against any sexual orientation	
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	None	The policy of free access for all (protected under the 1968 Countryside Act) will be maintained.	Park Manager

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	None	All stakeholders and interested parties have been engaged through an ongoing process of communication. The Friends of Mount Edgcumbe Country Park (FOMECP), the volunteers, regular Park users, schools and special interest groups are all positively engaged and understand that the Park is available to all – and of the importance for the Park to be able to properly control its income (to ensure a safe public environment) whilst balancing the need to attract the general public to visit the Park.	Park Manager

		<p>Mount Edgcumbe Park – as a free facility offered to all – is not perceived as a divisive issue. It is a place that brings communities together. Any initiative handled with sensitivity and care that can help support the Park’s inclusive approach will be welcomed by all stakeholders.</p>	
Pay equality for women, and staff with disabilities in our workforce.	The Park adheres strictly to Plymouth City Council policy on employment	Continue to follow guidance	Chris Burton
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	None		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	None		
Plymouth is a city where people from different backgrounds get along well.	None	<p>The wider landscape known as Mount Edgcumbe Country Park is free for all to enjoy. The Park has been used as a free resource on a regular basis by all segments of the local community (and their schools) since 1971.</p> <p>Public Health England – Health Equity Evidence review 8: September 2014 states very clearly that the access to and use of green space ‘promotes a range of positive outcomes including improvements to mental health, length of life, circulatory health, lower</p>	Chris Burton

		BMI scores and greater physical activity levels'.	
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