


EQUALITY IMPACT ASSESSMENT – ARMADA WAY

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Helen Trenerry	Department and service:	Regeneration & Placemaking, Strategic Planning and Infrastructure	Date of assessment:	21.12.2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Paul Barnard	Signature:		Approval date:	12.01.2024
Overview:	Detailed design and construction of public realm improvements to Armada Way as part of the Better Places programme. This directly ties into the Joint Local Plan policies PLY6, improving Plymouth’s City Centre by making best use of key assets such as the Armada Way boulevard and piazza and PLY37, looking at strategic infrastructure by incorporating the City Centre Strategic Cycle Network and walking improvements into Armada Way. We completed a full Equality Impact Assessment on our Joint Local Plan in February 2017.				
Decision required:	This EIA assesses the impact of the below recommendations relating to the Armada Way project: <ol style="list-style-type: none"> 1. consider the responses to the ‘Let’s Talk Armada Way’ Autumn 2023 consultation exercise; 2. consider any recommendations of the Growth and Infrastructure Overview and Scrutiny Committee regarding the scheme; 3. consider / agree any proposed changes to the Armada Way scheme; 4. consider / approve the Armada Way final scheme design and the indicative programme for the delivery of the project; 5. consider / approve the scheme funding for inclusion in the capital programme; 				

6. delegate to the Service Director for Strategic Planning & Infrastructure approval of all subsequent design amendments, scheme approval submissions, procurement and contract awards associated with developing and delivering the Armada Way scheme through to construction and completion in consultation with the Cabinet Member for Finance.

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	X	No	
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 three)	Yes	X	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	Plymouth <ul style="list-style-type: none"> 16.4 per cent of people in Plymouth are children aged under 15. 	There will be some disruption during	Ensure the detailed design process, construction	The SRO, Principle Designer and Design Team are responsible during the

	<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>(2021 Census)</p> <p>The public engagement exercise undertaken in October/November 2023 reached a wide range of respondents from different age groups. This was also bolstered with specific youth engagement activities.</p> <p>The number of survey respondents for this question was 1,480.</p> <p>The age groups with the largest number of respondents were people aged between 65-74 (21%) and people aged between 55 – 64 (19%).</p> <p>The total breakdown is shown below:</p>	<p>construction as detailed below.</p> <p><u>Seating</u></p> <p>As areas of Armada Way are closed off for the works, existing formal and informal seating provision will become inaccessible for the duration of the works in that area. This may impact pedestrians who might experience increased fragility and who are in greater need of somewhere to stop and rest.</p> <p><u>Accessibility</u></p> <p>The works will be undertaken in phases, but there will need to be diversions in place while works on each phase is undertaken – this may increase the distance that pedestrians need to travel.</p>	<p>methodology, procurement of contractors and execution of works allows for the safe movement of people of all ages throughout the construction period with advance notice of works and clear signage for diversions to pedestrian routes.</p> <p>Temporary seating will be installed in convenient locations during the construction stage to mitigate against any seating lost.</p> <p>The public engagement programme includes consultation with key stakeholder groups who have protected characteristics. Key points addressed in feedback include the amount and type of seating included in the final design.</p> <p>The public engagement information and survey</p>	<p>public engagement and design stage.</p> <p>The SRO, Main Contractor, Principal Designer and Project Team are responsible for ensuring mitigations for seating and accessibility are in place in advance of the construction stage, with communications about any diversions communicated in advance of each phase.</p>
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<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 no adverse impacts anticipated.</p> <p>The new scheme will generate new places to sit, relax and eat for people of all ages and backgrounds. It will also offer improved safety with better lighting and CCTV with clear views across Armada Way to help deter anti-social behaviour. This might particularly provide reassurance to young women and girls.</p>	<p>No action required.</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>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem. 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>The chart below demonstrates the number of respondents by disability to the public engagement exercise undertaken in October/November 2023.</p> <p>The number of survey respondents for this question was 1465.</p> <p>The majority of survey respondents didn’t have a health problem or disability that affected their day-to-day activities (71%); 16% of respondents were ‘limited a little’, 7% of respondents were ‘limited a lot’ and 6% of respondents selected ‘prefer not to say’.</p> <table border="1" data-bbox="376 1117 952 1444"> <thead> <tr> <th>Daily activities limited due to health problem or disability</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>1043</td> <td>71%</td> </tr> <tr> <td>Yes, limited a little</td> <td>230</td> <td>16%</td> </tr> <tr> <td>Yes, limited a lot</td> <td>97</td> <td>7%</td> </tr> <tr> <td>Prefer not to say</td> <td>95</td> <td>6%</td> </tr> </tbody> </table>	Daily activities limited due to health problem or disability	Count	Percentage	No	1043	71%	Yes, limited a little	230	16%	Yes, limited a lot	97	7%	Prefer not to say	95	6%	<p>Enhancing the safe movement of people of all abilities is one of the guiding principles of the Better Places programme and as such the completed schemes (including Armada Way) will improve the environment for people with disabilities.</p> <p>There will be some disruption during construction as detailed below.</p> <p><u>Seating</u></p> <p>As areas of Armada Way are closed off for the works, existing formal and informal seating provision will become inaccessible for the duration of the works in that area. This may impact pedestrians who might experience disability and who are in greater need of somewhere to stop and rest.</p>	<p>The design team will work closely with groups including PADAN, the Hearing and Sight Centre, Age Concern, Dementia Friendly and Public Health through the detailed design process to attempt to address specific needs and concerns.</p> <p>The public engagement programme includes consultation with key stakeholder groups who have protected characteristics and key points addressed in feedback include the amount and type of seating included in the final design.</p> <p>The public engagement information was available in Easy Read on request.</p> <p>The public engagement information and survey was available via a</p>	<p>The SRO, Principle Designer and Design Team are responsible during the public engagement and design stage.</p> <p>The SRO, Main Contractor, Principal Designer and Project Team are responsible for ensuring mitigations for seating and accessibility are in place in advance of the construction stage, with communications about any diversions communicated in advance of each phase.</p>
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	Total number of respondents	1465	100%	<p><u>Accessibility</u></p> <p>The works will be undertaken in phases, but there will need to be diversions in place while works on each phase is undertaken – this may increase the distance that pedestrians need to travel and may be a deviation from a learned route.</p>	<p>number of forums in order to reach as many different people and groups as possible. This included a website, QR code, consultation representatives on the street available to talk, hard copy surveys available in the library, a dedicated email address and phone number.</p> <p>Temporary seating will be installed in convenient locations during the construction stage to mitigate against any seating lost.</p> <p>Streets and spaces will be designed to meet requirements under the Equalities Act 2010, taking into account what is reasonable and proportionate Inclusive Mobility Standard DFT Guidance wherever possible and Building Regulations.</p> <p>Approved Document Part M for access to any buildings.</p>	

			<p>Ensure the construction methodology, procurement of contractors and execution of works allows for the safe movement of people of all abilities throughout the construction process with advance notice of works and clear signage for diversions to accessible pedestrian routes.</p>	
<p>Gender reassignment</p>	<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> <p>The number of respondents to the question about gender identity in the public engagement exercise undertaken in October/November 2023 was 1409.</p> <p>Most survey respondents had the same gender identity as the sex they were assigned at birth (96.5%); 2.2% of respondents used the text box to describe their gender identity,</p>	<p>There are no adverse impacts anticipated.</p>	<p>No action required.</p>	

	0.9% of respondents selected 'prefer not to say' and 0.4% of respondents had a different gender identity from the sex they were assigned at birth.			
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 per cent 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>	There are no adverse impacts anticipated.	No action required.	
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.	<p>There will be some disruption during construction as detailed below.</p> <p><u>Seating</u></p> <p>As areas of Armada Way are closed off for the works, existing formal and informal seating provision will become inaccessible for the duration of the works in that area. This may impact pedestrians in need of somewhere to stop and rest. This may include women who are pregnant, with young babies</p>	<p>Ensure the detailed design process, construction methodology, procurement of contractors and execution of works allows for the safe movement of people of all ages throughout the construction period with advance notice of works and clear signage for diversions to pedestrian routes.</p> <p>Temporary seating will be installed in convenient</p>	<p>The SRO, Principle Designer and Design Team are responsible during the public engagement and design stage.</p> <p>The SRO, Main Contractor, Principal Designer and Project Team are responsible for ensuring mitigations for seating and accessibility are in place in advance of the construction stage, with communications about any diversions communicated in advance of each phase.</p>

		<p>and/or need somewhere to stop and breastfeed.</p> <p><u>Accessibility</u></p> <p>The works will be undertaken in phases, but there will need to be diversions in place while works on each phase is undertaken – this may increase the distance that pedestrians need to travel.</p>	<p>locations during the construction stage to mitigate against any seating lost.</p> <p>The public engagement programme includes consultation with key stakeholder groups and the survey included pointed questions to obtain feedback on the use of spaces directly targeting parents and families, such as priorities linked to the proposed play village.</p>	
<p>Race</p>	<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>	<p>There are no adverse impacts anticipated.</p>	<p>New or replacement signage where proposed to be assessed for ease of understanding.</p> <p>The public engagement information was available in other languages on request.</p>	<p>The Senior Responsible Officer is responsible for the mitigations put in place during the public engagement.</p>

The chart below demonstrates the number of respondents by ethnicity group to the public engagement exercise undertaken in October/November 2023.

The survey collected demographic information by the groupings outlined in the chart.

The number of survey respondents for this question was 1463.

Most survey respondents identify as White (87.6%); 7.4% of respondents selected 'prefer not to say' and 2.4% of respondents used the text box to describe their ethnicity.

Ethnic group or background	Count	Percentage
White	1281	87.60%
Prefer not to say	108	7.40%
If not listed, please use this space to describe your ethnicity how to wish	35	2.40%
Mixed or Multiple ethnic groups	20	1.40%
Asian or Asian British	10	0.70%
Black, Black British, Caribbean or African	7	0.50%
Different ethnic group	2	0.10%

	<p>Total number respondents</p>	<p>1463</p>	<p>100%</p>			
<p>Religion or belief</p>	<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). 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>			<p>There are no adverse impacts anticipated.</p>	<p>No action required.</p>	
<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census). Our City Survey 2022 identified that ‘Females’ (40%) were <u>significantly</u> less likely to feel safe after dark than ‘Males’ (60%). The chart below demonstrates the number of respondents by sex to the public engagement exercise undertaken in October/November 2023. The number of survey respondents for this question was 1472. Most of the respondents that responded to the survey were female (53%). 41% of the</p>			<p>There are no adverse impacts anticipated. The new scheme will offer improved safety with better lighting and CCTV with clear views across Armada Way to help deter anti-social behaviour. This might particularly provide reassurance to young women and girls.</p>	<p>No action required.</p>	

	<p>respondents were male and 7% preferred not to say.</p> <table border="1"> <thead> <tr> <th>Sex</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>776</td> <td>53%</td> </tr> <tr> <td>Male</td> <td>598</td> <td>41%</td> </tr> <tr> <td>Prefer not to say</td> <td>98</td> <td>7%</td> </tr> <tr> <td>Total number of respondents</td> <td>1472</td> <td>100%</td> </tr> </tbody> </table>	Sex	Count	Percentage	Female	776	53%	Male	598	41%	Prefer not to say	98	7%	Total number of respondents	1472	100%			
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Female	776	53%																	
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Sexual orientation	<p>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).</p>	<p>There are no adverse impacts anticipated.</p>	<p>No action required.</p>																

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>Article 11 of the Human Rights Act provides a qualified right to people to freedom of peaceful assembly. It may be necessary to restrict this right in the interest of public safety during the construction phase.</p>	<p>We will only consider doing this when is mandated by a competent and documented risk assessment.</p>	<p>The SRO, Main Contractor, Principal Designer and Project Team are responsible for ensuring mitigations are in place during the construction stage.</p>

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p>Celebrate diversity and ensure that Plymouth is a welcoming city.</p>	<p>Positive impact – improved public spaces within the City Centre will promote increased use by all sectors of the community and host more and better events. A number of new play spaces and other activity areas are being proposed which will encourage participation and physical exercise for children. This supports the delivery of the Joint Local Plan policy PLY6 includes creating a vibrant destination, with leisure, culture, visitor accommodation and food and drink uses, especially making best use of key assets such as the Armada Way boulevard and piazza.</p> <p>Improved cycling links are also being proposed which will encourage more cycling through and within the city centre. This supports the delivery of the joint Local Plan policy PLY37 which includes incorporating the City Centre Strategic Cycle Network and walking improvements within the Armada Way public realm.</p>	<p>Whilst there may be temporary loss of amenity we will carry out works in phases and have regard to planned events which will minimise disruption.</p>	<p>Benefits to be realised upon completion of the scheme, expected to be autumn 2025. Senior Responsible Officer.</p>
<p>Pay equality for women, and staff with disabilities in our workforce.</p>	<p>No implications.</p>		

Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No implications.		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	Positive impact – improved public spaces with clearer views, improved street lighting and enhanced CCTV coverage.		Benefits to be realised upon completion of selected schemes, expected to be autumn 2025. Senior Responsible Officer.
Plymouth is a city where people from different backgrounds get along well.	Positive impact – improved public spaces within the City Centre will promote increased use by all sectors of the community and host more and better events.	Whilst there may be temporary loss of amenity we will carry out works in phases and have regard to planned events which will minimise disruption.	Benefits to be realised upon completion of selected schemes, expected to be autumn 2025. Senior Responsible Officer.