


# EQUALITY IMPACT ASSESSMENT – WOOLWELL TO THE GEORGE

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Steven Flaxton	<b>Department and service:</b>	Strategic Transport, Strategic Planning and Infrastructure	<b>Date of assessment:</b>	11 March 2024
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Philip Heseltine	<b>Signature:</b>		<b>Approval date:</b>	11 March 2024
<b>Overview:</b>	<p><b>Aim:</b>          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.</p> <p>The improvements that have been specifically identified are:</p> <ol style="list-style-type: none"> <li>1. Road widening on the A386 between the George Junction and Woolwell Roundabout.</li> <li>2. Removal of current roundabout to be replaced with a signal control junction.</li> <li>3. Improvements to Woolwel Crescent, allowing new right turns out and left turns in.</li> </ol> <p><b>Objectives:</b></p> <ol style="list-style-type: none"> <li>1. Reduce congestion</li> <li>2. Support the Strategic Road Network</li> <li>3. Support all road users</li> <li>4. Support housing delivery</li> <li>5. Support economic growth and rebalancing</li> </ol>				
<b>Decision required:</b>	Cabinet is recommended to:				

1. Authorise the making of a compulsory purchase order to be known as The City of Plymouth (A386 Tavistock Road) Compulsory Purchase Order 2024 (“the CPO”) under sections 239, 240, 246, 250 and 260 of the Highways Act 1980 and the Acquisition of Land Act 1981 to secure the compulsory acquisition of the land shown within the red boundary on the CPO Resolution Area plan and shown on the plot plans shaded blue and the new rights over the land shown hatched blue at Appendix E of this report (“the Order Land”);

Reason: To ensure that the programme for delivery of the Scheme can still be met in the event that not all land can be acquired through negotiation.

2. Authorise the making of a side roads order to be known as The City of Plymouth (A386 Tavistock Road) (Side Roads) Order 2024 (“the SRO”) under sections 14 and 125 of the Highways Act 1980 to construct new highways and public rights of ways, stop up, divert, improve or otherwise deal with a highway including public rights of ways and the closure and creation of private means of access as shown in the SRO Maps at Appendix F to this report

Reason: To enable the procedural measures to be carried out efficiently and to allow alterations to the highway and private means of access in relation to affected land.

3. To note, and have due regard in determining whether or not to authorise the making of the Orders, the public sector equality duty contained in section 149 of the Equality Act 2010 and the requirements of the Human Rights Act 1998, as detailed further in section **Error! Reference source not found.** of this Report;

Reason: To eliminate unlawful discrimination, harassment and victimisation and other behaviour prohibited by the Equality Act 2010. To advance equality of opportunity between people who share a protected characteristic and those who do not. To foster good relations between people who share a protected characteristic and those who do not including tackling prejudice and promoting understanding.

4. That the Service Director for Strategic Planning and Infrastructure be authorised in consultation with the Head of Legal Services to:

- (i) finalise and make, if necessary, any minor or technical amendments, modifications and deletions to the CPO Maps and SRO Maps should this be considered appropriate;
- (ii) agree the precise scope of rights to be acquired over properties that surround the Order Land;

- (iii) finalise the CPO and the SRO (collectively referred to as “the Orders”), and the Statement of Reasons;
- (iv) to take all necessary steps to make (including any associated or ancillary applications to the Secretary of State under the Acquisition of Land Act 1981 publish, and obtain confirmation of the Orders including (but not limited to) the publication and service of all statutory notices and presentation of the Council’s case at any Public Inquiry or through written representations, to secure the confirmation of the Orders (with or without modifications) by the Secretary of State for Transport and implement the Orders associated with the Scheme;
- (v) continue, in accordance with the Cabinet authority dated 9 November 2021, discussions and negotiations with landowners and stakeholders with a view to reaching voluntary agreements with landowners and to purchase and/or reserve land and rights by agreement for the scheme;
- (vi) negotiate, agree terms and enter into agreements with affected parties including agreements for the withdrawal of blight notices and/or the withdrawal of objections to the Orders and/or undertakings not to enforce the Orders on specified terms, including (but not limited to) where appropriate seeking exclusion of land from the Orders, making provision for the payment of compensation and/or relocation;
- (vii) in the event the Orders are confirmed by the Secretary of State or an Inspector in the case of delegation, to advertise and give notice of confirmation and thereafter to take all steps to implement the Orders including, as applicable to execute general vesting declarations and/or to serve notices to treat and notices of entry in respect of interests and rights in the Order Land; and
- (viii) take all steps in relation to any legal proceedings relating to the Orders including defending or settling claims referred to the Upper Tribunal and/or applications to the courts and any appeals.

Reason: To ensure that the land acquisition can be undertaken swiftly providing certainty for affected parties and to ensure the wider delivery of the Scheme can still be met in the event that not all land can be acquired through negotiation.

5. Allocate an additional £3,916,433 into the capital programme for the scheme funded by the identified £1,957,433 Section 106 contributions and £1,959,000 Integrated Transport Block grant and remove £755,000 Capital receipts previously anticipated.

Reason: To provide certainty for the Scheme in order to proceed to construction and provide financial assurance for the Compulsory Purchase Order processes.

**SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>		<b>No</b>	x
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	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)	<b>Yes</b>		<b>No</b>	x
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	There is not anticipated to be any disproportional impacts on protected characteristics of plot owners, occupiers or other members of the community directly affected.			

**SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT**

<b>Protected characteristics (Equality Act, 2010)</b>	<b>Evidence and information (e.g. data and consultation feedback)</b>	<b>Adverse impact</b>	<b>Mitigation activities</b>	<b>Timescale and responsible department</b>
<b>Age</b>	Plymouth <ul style="list-style-type: none"> <li>16.4 per cent of people in Plymouth are children aged under 15.</li> <li>65.1 per cent are adults aged 15 to 64.</li> </ul>	The scheme is not anticipated to have any adverse impact on specific age groups.	None.	N/A

	<ul style="list-style-type: none"> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>			
<p><b>Care experienced individuals</b></p> <p>(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</p>	<p>The scheme is not anticipated to have any adverse impact on care experienced individuals.</p>	<p>None.</p>	<p>N/A</p>

	<p>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>			
<b>Disability</b>	<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
<b>Gender reassignment</b>	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).	No adverse impact anticipated.	None.	N/A
<b>Marriage and civil partnership</b>	<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 anticipated.	None.	N/A
<b>Pregnancy and maternity</b>	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total	No adverse impact anticipated.	None.	N/A

	fertility rate (TFR) for Plymouth in 2021 was 1.5.			
<b>Race</b>	<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 anticipated.	None.	N/A
<b>Religion or belief</b>	<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 anticipated.	None.	N/A
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact anticipated.	None.	N/A
<b>Sexual orientation</b>	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 anticipated.	None.	N/A

	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 anticipated.	None.	N/A

#### SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>			
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	The scheme will improve journey times and reliability of journeys between major growth areas in the north of the city.		2025/2026 Head of Transport.
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>			
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>			
<b>Plymouth is a city where people from different backgrounds get along well.</b>			