


# EQUALITY IMPACT ASSESSMENT – HIGHWAY CAPITAL ALLOCATION 2024/25

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Mike Jones	<b>Department and service:</b>	SS&W - Highways	<b>Date of assessment:</b>	14/3/2024
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Phil Bellamy HOS	<b>Signature:</b>		<b>Approval date:</b>	14/3/2024
<b>Overview:</b>	Enable the delivery of a 2024/25 Capital Programme to facilitate the improvement of the condition of the public highway and discharge our statutory duty to carry out essential works on Highways Maintained At Public Expense. Reinstating the structural integrity of roads. Improving highway drainage and keeping water off the highway. Supporting economic growth in the city by improving our transport network and reputation for quality of roads.				
<b>Decision required:</b>	<ol style="list-style-type: none"> <li>1. To allocate within Capital Programme £8,207,039.98 to fund requirements of the Highway Term Maintenance Contract (Minute 22 of Cabinet 13 September 2016 refers);</li> <li>2. To approve the business case which outlines delivery for 2024/25.</li> <li>3. To issue Task Orders for this work under Highway Term Maintenance Contract with South West Highways.</li> </ol> <p><b>Funded by:</b></p> <ol style="list-style-type: none"> <li>I. £372,039.98 of S106 money for the reinforcement of Laira Cycle Footbridge running decking and the installation of lighting across the main bridge span.</li> <li>II. £1,290,000 DfT Maintenance Block Fund; £1,290,000 DfT Pot Hole Fund; £323,000 DfT incentive Fund; £366,000 DfT Additional Pot Hole Fund 23/24; £366,000 DfT Additional Pot Hole Fund 24/25.</li> <li>III. £4,200,000 Corporate Supported borrowing.</li> </ol>				

**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.	See below, although no full EIA required (elements are N/A), pertinent sections completed			

**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> <li>• 18.5 percent are adults aged 65 and over.</li> </ul>	Cycle commuting between Plymstock and commuter routes south and east of the city of Plymouth detour routes	Temporary closure of bridge – repairs to running surface and illumination  Delivery of evaluated Highway Asset Maintenance Programme	12 month duration – Highways

	<ul style="list-style-type: none"> <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> (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>None</p>	<p>N/A</p>	<p>N/A</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.			
<b>Disability</b>	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)	Cycle commuting between Plymstock and commuter routes south and east of the city of Plymouth detour routes	Temporary closure of bridge – repairs to running surface and illumination  Delivery of evaluated Highway Asset Maintenance Programme	12 month duration – Highways
<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).	None	N/A	N/A
<b>Marriage and civil partnership</b>	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.  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).	None	N/A	N/A

<b>Pregnancy and maternity</b>	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	N/A	N/A
<b>Race</b>	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	N/A	N/A
<b>Religion or belief</b>	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).	None	N/A	N/A
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).	None	N/A	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	None	N/A	N/A

	orientation as gay or lesbian. 0.42 per cent of 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
	<p>This service recognises Article 14 of Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>All staff and service users will be treated fairly and that their human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p>	N/A	N/A

#### SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	Cycle commuting between Plymstock and commuter routes south and east of the city of Plymouth detour routes		12 month duration – Highways

<b>Pay equality for women, and staff with disabilities in our workforce.</b>	None	N/A	N/A
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	Cycle commuting between Plymstock and commuter routes south and east of the city of Plymouth detour routes	Temporary closure of bridge – repairs to running surface and illumination  Delivery of evaluated Highway Asset Maintenance Programme	12 month duration – Highways
<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>	None	N/A	N/A
<b>Plymouth is a city where people from different backgrounds get along well.</b>	None	N/A	N/A