


EQUALITY IMPACT ASSESSMENT – CIVIC SQUARE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Catherine Arthurs	Department and service:	Place, Strategic Planning and Infrastructure	Date of assessment:	28.03.24
Lead Officer: Head of Service, Service Director, or Strategic Director.	Nick Carter	Signature:		Approval date:	02.04.24
Overview:	<p>TRO amendments in Armada Way and Princess Street are required to allow the improvement of public, pedestrian city centre space, and improved cycling links across the city centre.</p> <p>The TRO proposes the:</p> <ul style="list-style-type: none"> • Removal of seven existing car parking spaces in Armada Way • Provision of six new car parking spaces in Princess Street • Removal of two areas of motorcycle parking outside of the Guildhall and their relocation to an existing cycle parking area at the entrance to the Civic Centre carpark (cycle parking being replaced within Civic Square) • This proposal is submitted on the back of three phases of public realm improvements within Civic Square which have visually upgraded the area, restored historic features and provided enhanced cycling provision. Parking Changes <p>Previously as part of the Civic Square project, seven additional car parking spaces were provided within the Guildhall Park to facilitate the reduction of car parking provision within Armada Way. It is also proposed that a further six new car parking spaces are provided within Princess Street. The removal of the car parking spaces will open up views of the Guildhall and the enhanced visibility will improve safety for cyclists and pedestrians, especially those transitioning from the shared cycling and pedestrian space in Civic Square to Armada Way.</p>				
Decision required:	<p>To implement the following amendments to The City of Plymouth (Traffic Regulation and Street Parking Places) (Consolidation) Order 2004 & The City of Plymouth (Traffic Regulation Orders) (Taxi Ranks) (Consolidation) Order 2022</p> <p>The effect of the order shall be to:</p> <ol style="list-style-type: none"> I. Add/Amend/Revoke Parking Restrictions on lengths of the following roads: 				

	<p>Armada Way, Guildhall Square & Princess Street</p> <p>2. Revoke the Taxi Rank on Guildhall Square</p>
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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	Yes	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.	N/A			

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. • 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 proposal seeks to remove six existing car parking spaces in Armada Way. Older persons and families with young children may have favoured these spaces given that they are close to the city centre shops and Civic amenities such as the Guildhall and Courts.</p>	<p>Prior to the TRO being submitted seven extra car parking spaces were created including dedicated disabled parking spaces within the Guildhall car park which are also located close to amenities.</p>	<p>An additional six car parking spaces will be installed within 3 months of the TRO being approved in nearby Princess Street.</p> <p>Disabled parking provision for events will be available for blue badge holders within the Guildhall forecourt when it reopens.</p>

<p>Care experienced individuals</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 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>No adverse impact.</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.</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>The proposal seeks to remove six existing car parking spaces in Armada Way. These spaces are available to blue badge users and they are close to the city centre shops and Civic Amenities such as the Guildhall and Courts</p>	<p>Prior to the TRO being submitted seven extra car parking spaces were created including dedicated disabled parking spaces within the Guildhall car park which are also located close to amenities.</p>	<p>An additional six car parking spaces will be installed within 3 months of the TRO being approved in nearby Princess Street. Disabled parking provision for events will be available for blue badge holders within the Guildhall forecourt when it reopens.</p>

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).	No adverse impact		
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>	No adverse impact		
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.	No adverse impact		

<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>No adverse impact</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).</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>	<p>No adverse impact</p>		
<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No adverse impact</p>		
<p>Sexual orientation</p>	<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>No adverse impact</p>		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impact		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together 	No adverse impact		
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	No adverse impact		
Build and develop a diverse workforce that represents the community and citizens it serves.	No adverse impact		
Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.	No adverse impact		