


# EQUALITY IMPACT ASSESSMENT – ARMADA WAY

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> The person completing the EIA template.	Helen Trenerry / Martin Ivatt	<b>Department and service:</b>	Regeneration & Placemaking, Strategic Planning and Infrastructure	<b>Date of assessment:</b>	29/08/24
<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Paul Barnard	<b>Signature:</b>		<b>Approval date:</b>	30/08/2024
<b>Overview:</b>	<p>Construction of the Armada Way public realm scheme. 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. We also completed a full equality impact assessment for the cabinet report for the full scheme in February 2024.</p> <p>This EIA assesses the impact of the recommendation of Cabinet to approve the final construction cost for Armada Way and the Decisions outlined below.</p>				
<b>Decision required:</b>	<p>Approval of the final construction cost for the approved Armada Way design as £29,892,665, responding to the decision of Cabinet on 19 February 2024 (Minute 117) requiring the Strategic Director for Place, having taken all necessary steps, to confirm the final construction cost for the approved Armada Way design and to provide certainty for the scheme to proceed to construction and be included within the approved Capital Programme.</p> <p>That the Leader approves additions to the Capital Programme as set out in the report giving a maximum spend allocation of £29,892,665 to finance the construction of the approved Armada Way scheme.</p> <p>Notes that to support the prioritisation and on-going maintenance of the Better Places Programme projects within the city centre for a period of five years starting in 2025/2026 that this will be funded from previously identified capital approved resources already forming part of the Capital Programme. This will enable efficient and effective maintenance of the Better Places Programme public realm improvements within the city centre for the first five years to supplement existing revenue budgets held cross the Council, overseen by the Better Places Public Realm Board.</p>				

	<p>Notes that all contract-enabling costs incurred to date, covering pre-contract and design costs have been funded through external funding sources.</p> <p>Grants authority to the Service Director for Strategic Planning and Infrastructure to take all such action as necessary to implement the project including all subsequent design amendments (excluding amendments which impact on the retention of any existing trees or the approved translocation of trees), 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 relevant Cabinet Members.</p> <p>Delegates to the Cabinet Member for Finance authority to make any decisions which impact on the retention of any existing trees, or the approved translocation of trees associated with developing and delivering the Armada Way scheme through to construction and completion.</p>
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## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<p><b>Potential external impacts:</b></p> <p>Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	Yes	<b>X</b>	No	
<p><b>Potential internal impacts:</b></p> <p>Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	Yes		No	<b>X</b>
<p>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)</p>	Yes	<b>X</b>	No	
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	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

<p><b>Age</b></p>	<p>Plymouth</p> <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> <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>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-</p>	<p>A full equality impact assessment has already been completed for the full scheme. The impacts are outlined in detail in that document.</p> <p>As noted in respect of the full scheme, 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 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</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 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</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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	<p>74 (21%) and people aged between 55 – 64 (19%).</p> <p>The total breakdown is shown below:</p> <table border="1" data-bbox="378 268 949 900"> <thead> <tr> <th>Age</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>65 to 74</td> <td>315</td> <td>21%</td> </tr> <tr> <td>55 to 64</td> <td>278</td> <td>19%</td> </tr> <tr> <td>35 to 44</td> <td>235</td> <td>16%</td> </tr> <tr> <td>45 to 54</td> <td>226</td> <td>15%</td> </tr> <tr> <td>25 to 34</td> <td>174</td> <td>12%</td> </tr> <tr> <td>75 to 84</td> <td>117</td> <td>8%</td> </tr> <tr> <td>Prefer not to say</td> <td>73</td> <td>5%</td> </tr> <tr> <td>20 to 24</td> <td>44</td> <td>3%</td> </tr> <tr> <td>16 to 19</td> <td>9</td> <td>1%</td> </tr> <tr> <td>85+</td> <td>8</td> <td>1%</td> </tr> <tr> <td>15 and under</td> <td>1</td> <td>0%</td> </tr> <tr> <td><b>Total number of respondents</b></td> <td><b>1480</b></td> <td><b>100%</b></td> </tr> </tbody> </table>	Age	Count	Percentage	65 to 74	315	21%	55 to 64	278	19%	35 to 44	235	16%	45 to 54	226	15%	25 to 34	174	12%	75 to 84	117	8%	Prefer not to say	73	5%	20 to 24	44	3%	16 to 19	9	1%	85+	8	1%	15 and under	1	0%	<b>Total number of respondents</b>	<b>1480</b>	<b>100%</b>	<p>increase the distance that pedestrians need to travel.</p>	<p>seating included in the final design.</p> <p>The public engagement information and survey was available via a 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>	
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<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</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>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. Engagement</p>	<p>No action required.</p>																																								

<p>protected characteristic).</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>has begun with Make Space for Girls on how any potential further enhancements could be made in this area.</p>								
<p><b>Disability</b></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 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="378 1299 952 1458"> <thead> <tr> <th>Daily activities limited due to health problem or disability</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Daily activities limited due to health problem or disability	Count	Percentage				<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>As noted in respect of the full scheme, 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.</p>	<p>The design team will work closely with groups including PADAN, the Hearing and Sight Centre, Age Concern, Dementia Friendly and Public Health and Cabinet Members as necessary through the construction 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 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>
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%
<b>Total number of respondents</b>	1465	100%

This may impact pedestrians who might experience disability and who are in greater need of somewhere to stop and rest.

Accessibility

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.

The public engagement information was available in Easy Read on request.

The public engagement information and survey was available via a 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.

Temporary seating will be installed in convenient locations during the construction stage to mitigate against any seating lost.

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

			<p>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>	
<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).	There are no adverse impacts anticipated.	No action required.	
<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	There are no adverse impacts anticipated.	No action required.	

	<p>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>			
<p><b>Pregnancy and maternity</b></p>	<p>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>	<p>As noted in respect of the full scheme, 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 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</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 locations during the construction stage to mitigate against any seating lost.</p> <p>The public engagement programme includes</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>



		works on each phase is undertaken – this may increase the distance that pedestrians need to travel.	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.	
<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> <p>The chart below demonstrates the number of respondents by ethnicity group to the public engagement exercise undertaken in October/November 2023.</p> <p>The survey collected demographic information by the groupings outlined in the chart.</p> <p>The number of survey respondents for this question was 1463.</p>	There are no adverse impacts anticipated, but we will carry out works in phases and have regard to events that may get planned during the construction period.	<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>	The Senior Responsible Officer is responsible for the mitigations put in place during the public engagement.

	<p>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.</p> <table border="1" data-bbox="376 339 952 1145"> <thead> <tr> <th data-bbox="376 339 651 427">Ethnic group or background</th> <th data-bbox="651 339 763 427">Count</th> <th data-bbox="763 339 952 427">Percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="376 427 651 472">White</td> <td data-bbox="651 427 763 472">1281</td> <td data-bbox="763 427 952 472">87.60%</td> </tr> <tr> <td data-bbox="376 472 651 517">Prefer not to say</td> <td data-bbox="651 472 763 517">108</td> <td data-bbox="763 472 952 517">7.40%</td> </tr> <tr> <td data-bbox="376 517 651 715">If not listed, please use this space to describe your ethnicity how to wish</td> <td data-bbox="651 517 763 715">35</td> <td data-bbox="763 517 952 715">2.40%</td> </tr> <tr> <td data-bbox="376 715 651 794">Mixed or Multiple ethnic groups</td> <td data-bbox="651 715 763 794">20</td> <td data-bbox="763 715 952 794">1.40%</td> </tr> <tr> <td data-bbox="376 794 651 874">Asian or Asian British</td> <td data-bbox="651 794 763 874">10</td> <td data-bbox="763 794 952 874">0.70%</td> </tr> <tr> <td data-bbox="376 874 651 986">Black, Black British, Caribbean or African</td> <td data-bbox="651 874 763 986">7</td> <td data-bbox="763 874 952 986">0.50%</td> </tr> <tr> <td data-bbox="376 986 651 1066">Different ethnic group</td> <td data-bbox="651 986 763 1066">2</td> <td data-bbox="763 986 952 1066">0.10%</td> </tr> <tr> <td data-bbox="376 1066 651 1145">Total number respondents</td> <td data-bbox="651 1066 763 1145">1463</td> <td data-bbox="763 1066 952 1145">100%</td> </tr> </tbody> </table>	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%	Total number respondents	1463	100%			
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<p><b>Religion or belief</b></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</p>	<p>There are no adverse impacts anticipated, but we will carry out works in phases and have regard to events that may get planned during the construction period.</p>	<p>No action required.</p>																												

	Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).																		
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p> <p>Our City Survey 2022 identified that ‘Females’ (40%) were <u>significantly</u> less likely to feel <b>safe after dark</b> than ‘Males’ (60%).</p> <p>The chart below demonstrates the number of respondents by sex to the public engagement exercise undertaken in October/November 2023.</p> <p>The number of survey respondents for this question was 1472.</p> <p>Most of the respondents that responded to the survey were female (53%). 41% of the 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%	<p>There are no adverse impacts anticipated.</p> <p>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>	No action required.	
Sex	Count	Percentage																	
Female	776	53%																	
Male	598	41%																	
Prefer not to say	98	7%																	
Total number of respondents	1472	100%																	
<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 residents describe their sexual orientation using a different term (2021 Census).	<p>There are no adverse impacts anticipated, but we will carry out works in phases and have regard to events that may get planned during the construction period.</p>	No action required.																

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	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.	We will only consider doing this when is mandated by a competent and documented risk assessment.	The SRO, Main Contractor, Principal Designer and Project Team are responsible for ensuring mitigations are in place during the construction stage.

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p><b>Work together in partnership to:</b></p> <ul style="list-style-type: none"> <li>▪ <b>promote equality, diversity and inclusion</b></li> <li>▪ <b>facilitate community cohesion</b></li> <li>▪ <b>support people with different backgrounds and lived experiences to get on well together</b></li> </ul>	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.	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 the scheme, expected to be spring 2026 Senior Responsible Officer.

<p><b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b></p>	<p>Positive impact – 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.</p>		
<p><b>Build and develop a diverse workforce that represents the community and citizens it serves.</b></p>	<p>No implications.</p>		
<p><b>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.</b></p>	<p>Positive impact – improved public spaces with clearer views, improved street lighting and enhanced CCTV coverage.</p>		<p>Benefits to be realised upon completion of selected schemes, expected to be Spring 2026. Senior Responsible Officer.</p>