


EQUALITY IMPACT ASSESSMENT – ARMADA WAY

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Helen Trenerry / Martin Ivatt	Department and service:	Regeneration & Placemaking, Strategic Planning and Infrastructure	Date of assessment:	25/09/24
Lead Officer: Head of Service, Service Director, or Strategic Director.	Paul Barnard	Signature:		Approval date:	26/09/2024
Overview:	<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 awarding main contract for the construction of the Armada Way scheme and the Decisions outlined below.</p>				
Decision required:	<p>To award main contract for the construction of the Armada Way public realm project to Morgan Sindall Construction & Infrastructure Ltd for a total of £27,578,202.</p> <p>This is to enable the timely construction of the Armada Way public realm project in accordance with 19th February 2024 Cabinet Decision AW/PWB/240219: Better Places Programme: Armada Way and 09th September 2024 Cabinet Decision AW/PWB/240909 Transformation of Armada Way.</p>				

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.	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. 	<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>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</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</p>

	<ul style="list-style-type: none"> • 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> <table border="1" data-bbox="376 1098 952 1436"> <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> </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%	<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>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 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,</p>	<p>advance of the construction stage, with communications about any diversions communicated in advance of each phase.</p>
Age	Count	Percentage																							
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	<table border="1"> <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>Total number of respondents</td> <td>1480</td> <td>100%</td> </tr> </table>	Prefer not to say	73	5%	20 to 24	44	3%	16 to 19	9	1%	85+	8	1%	15 and under	1	0%	Total number of respondents	1480	100%			<p>hard copy surveys available in the library, a dedicated email address and phone number.</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 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>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 has begun with Make Space for Girls on how any potential further enhancements could be made in this area.</p>	<p>No action required.</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>Enhancing the safe movement of people of all abilities is one of the guiding principles of</p>	<p>The design team will work closely with groups including PADAN, the</p>	<p>The SRO, Principle Designer and Design Team are responsible during the</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)

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

The number of survey respondents for this question was 1465.

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’.

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%
Total number of respondents	1465	100%

the Better Places programme and as such the completed schemes (including Armada Way) will improve the environment for people with disabilities.

As noted in respect of the full scheme, there will be some disruption during construction as detailed below.

Seating

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.

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

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.

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.

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,

public engagement and design stage.

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>increase the distance that pedestrians need to travel and may be a deviation from a learned route.</p>	<p>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</p>	
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			the construction process with advance notice of works and clear signage for diversions to accessible pedestrian routes.	
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).	There are no adverse impacts anticipated.	No action required.	
Marriage and civil partnership	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. 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).	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.	As noted in respect of the full scheme, there will be some disruption during construction as detailed below. <u>Seating</u>	Ensure the detailed design process, construction methodology, procurement of contractors and execution of works	The SRO, Principle Designer and Design Team are responsible during the public engagement and design stage.

		<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 works on each phase is undertaken – this may increase the distance that pedestrians need to travel.</p>	<p>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 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>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>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>There are no adverse impacts anticipated, but we will carry out works in phases and have regard to events that may get</p>	<p>New or replacement signage where proposed to be assessed for ease of understanding.</p>	<p>The Senior Responsible Officer is responsible for the mitigations put in place during the public engagement.</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> <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="378 1114 952 1286"> <thead> <tr> <th data-bbox="385 1118 647 1201">Ethnic group or background</th> <th data-bbox="647 1118 763 1201">Count</th> <th data-bbox="763 1118 945 1201">Percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="385 1201 647 1246">White</td> <td data-bbox="647 1201 763 1246">1281</td> <td data-bbox="763 1201 945 1246">87.60%</td> </tr> <tr> <td data-bbox="385 1246 647 1286">Prefer not to say</td> <td data-bbox="647 1246 763 1286">108</td> <td data-bbox="763 1246 945 1286">7.40%</td> </tr> </tbody> </table>	Ethnic group or background	Count	Percentage	White	1281	87.60%	Prefer not to say	108	7.40%	<p>planned during the construction period.</p>	<p>The public engagement information was available in other languages on request.</p>	
Ethnic group or background	Count	Percentage											
White	1281	87.60%											
Prefer not to say	108	7.40%											

	<p>If not listed, please use this space to describe your ethnicity how to wish</p>	<p>35</p>	<p>2.40%</p>			
	<p>Mixed or Multiple ethnic groups</p>	<p>20</p>	<p>1.40%</p>			
	<p>Asian or Asian British</p>	<p>10</p>	<p>0.70%</p>			
	<p>Black, Black British, Caribbean or African</p>	<p>7</p>	<p>0.50%</p>			
	<p>Different ethnic group</p>	<p>2</p>	<p>0.10%</p>			
	<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, 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>	
<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</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</p>	<p>No action required.</p>	

	<p>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" data-bbox="376 475 952 730"> <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>reassurance to young women and girls.</p>		
Sex	Count	Percentage																	
Female	776	53%																	
Male	598	41%																	
Prefer not to say	98	7%																	
Total number of respondents	1472	100%																	
<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>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>																

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</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</p>

	interest of public safety during the construction phase.		during the construction stage.
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SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p>Work together in partnership to:</p> <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 	<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>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 spring 2026 Senior Responsible Officer.</p>
<p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</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>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	<p>No implications.</p>		

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.	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 Spring 2026. Senior Responsible Officer.
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