

EQUALITY IMPACT ASSESSMENT – [MILL BRIDGE SAFETY SCHEME]

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Mike Jones	Department and service:	Plymouth Highways, Traffic Management	Date of assessment:	18/11/2024
Lead Officer: Head of Service, Service Director, or Strategic Director.	Mike Artherton	Signature:	<i>M. Artherton</i>	Approval date:	27/11/2024
Overview:	<p>The proposed scheme is designed to benefit both pedestrians and cyclists, including people with disabilities. The scheme aims to deliver major health benefits providing and opportunity for the residents of Plymouth to walk and cycle more safely. The proposal aims to encourage modal shift, reducing congestion on our roads and lowering the amount of carbon emissions from traffic.</p> <p>Proposals include:</p> <ul style="list-style-type: none"> • a new zebra and a parallel cycle crossing on Mill Bridge • a new 20mph Speed Limit Zone, enforced by average speed cameras. Lower speeds are needed around the proposed crossing due to limited forward visibility on the approach from Eldad Hill and require enforcement to ensure that drivers do not approach the crossing at too high a speed. Requests for the introduction of a 20mph speed limit on Eldad Hill are regularly received due to the volume of traffic and narrowness of the footpath and road. The proposals would also include the area covered by the existing 20mph Zone at the High Street and Millbay Primary Academy. Recent public engagement in the surrounding areas has supported the extension of a 20mph Zone. • reconfiguration of the existing informal parking area and bus stops on Mill Bridge. Pedestrian Crossings usually result in the loss of several parking spaces on each approach because of the requirement to provide Zig Zag markings. This design has limited the loss to two spaces by converting the Bus Bays to parking and providing build outs for bus passengers to use. • a new cycle on-ramp to access the shared-use (walking and cycling) path on the eastern side of Mill Bridge • relocation of waste bins for Eldad Hill residents • additional gullies to improve drainage on Mill Bridge. <p>This will link two parts of a designated Local Green Space (Stonehouse Creek and Victoria Park) as well as improving continuity of the National Cycle Network Route 2 and Plymouth’s planned strategic cycle network. This area also forms part of LCWIP cycle route 2.</p>				

	The proposal is intended to improve safety for pedestrians and cyclists at this location, especially for the children attending the 5 primary schools situated within the proposed 20mph Zone.
Decision required:	<p>It is recommended that the Leader of the Council:</p> <ul style="list-style-type: none"> • Accepts the external funding offer as referred to in the Business Case and allocates £300,000 of external funding to the capital programme provided by Sustrans via the National Cycle Network tranche 7 funding award; • Approves the business case; • Authorises the procurement process; • Delegates the authority to award the contract(s) and enter into any agreements in relation to the funding (including the funding agreement itself) to the Street Services Service Director where they do not already have authority to do so.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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

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
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<p>Age</p>	<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>No adverse impact anticipated</p>		
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<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>	No adverse impact anticipated		
<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>	No adverse impact anticipated		

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 anticipated		
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 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).	No adverse impact anticipated		
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 anticipated		

Race	<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		
Religion or belief	<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		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact anticipated		
Sexual orientation	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).	No adverse impact anticipated		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impact has been identified.		

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 has been identified.		
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	No adverse impact has been identified.		
Build and develop a diverse workforce that represents the community and citizens it serves.	No adverse impact has been identified.		
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 has been identified.		