


EQUALITY IMPACT ASSESSMENT – A38 MANADON INTERCHANGE SURVEYS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Philip Heseltine	Signature:		Approval date:	29/01/2025
Overview:	<p>The A38 Manadon Interchange currently experiences significant congestion and delays, particularly at peak times, and is one of the worst performing junctions on the South West Strategic Road Network.</p> <p>The Interchange therefore acts as a significant constraint on development and the bringing forward of new jobs and homes within the city, particularly on the Northern Corridor and City Centre.</p> <p>As well as delays, journey times are unreliable, making it difficult for people to attend appointments in time at Derriford Hospital.</p> <p>The surveys would be required for any future improvements along the A38.</p> <p>The surveys would be required to underpin any future improvements along the A38.</p> <p>Improvements would incorporate high-quality infrastructure for walking and cycling</p> <p>Journey times for buses on the major bus corridor linking the City Centre to northern Plymouth would be improved, reducing carbon emissions from vehicle transport.</p> <p>Environmental enhancements would be an integral part, opening up of areas of greenspace, and providing extensive landscaping and tree-planting.</p> <p>Drainage works would incorporate measures to provide improved resilience to the risk of flooding.</p>				
Decision required:	Award of contract to Balfour Beatty to undertake surveys along the A38.				

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	x
<p>Potential internal impacts:</p> <p>Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	Yes		No	x
<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 two)</p>	Yes		No	x
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	<p>The work is localised along the A38 and will not negatively impact specific users with protected characteristics.</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
Age	<p>All data is from the 2011 Census except for age and sex which has been updated with 2021 data. Data will be updated with the 2021 Census data as it becomes available.</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>(Data sourced from the 2021 Census)</p>	No adverse impact is anticipated		

Disability	10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).	No adverse impact is anticipated		
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).</p> <p>However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIREs) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p>	No adverse impact is anticipated		
Marriage and civil partnership	<p>There were 234,795 marriages in England and Wales in 2018.</p> <p>In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of which 7,208 were registered in England and 358 were registered in Wales.</p> <p>There were 785 civil partnerships formed between same-sex couples in England and Wales in 2020, of which 745 were registered in England and 40 were registered in Wales.</p>	No adverse impact is anticipated		
Pregnancy and maternity	There were 640,370 live births in England and Wales in 2019, a decrease of 2.5 per cent since 2018. The mid-year 2019 population estimates show that there were 2,590 births in Plymouth.	No adverse impact is anticipated		

	The total fertility rate (TFR) for England and Wales decreased from 1.70 children per woman in 2018 to 1.65 children per woman in 2019.			
Race	<p>92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic.</p> <p>Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three (2011 Census).</p>	No adverse impact is anticipated		
Religion or belief	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p>	No adverse impact is anticipated		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact is anticipated		
Sexual orientation	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).	No adverse impact is anticipated		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
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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>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>			
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>			
<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.</p>			