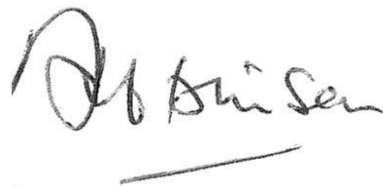


EQUALITY IMPACT ASSESSMENT – TREFUSIS PARK FLOOD RELIEF SCHEME

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Liza Oxford	Department and service:	Street Services – Environmental Planning, Projects and Partnerships	Date of assessment:	20/03/2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Philp Robinson	Signature:			24.03.2025
Overview:	<p>A Sustainable Drainage System (SuDS) has been installed in Central Park to reduce flooding in the park and surrounding catchment. The scheme, which is a model nature-based solution could be replicated across the city.</p> <p>The scheme consists of new drainage channels down Coronation Avenue, two attenuation ponds and hydrobrakes to control the flow of water from the ponds.</p> <p>The scheme has been on hold due to weather constraints earlier in the year and later contractual issues.</p> <p>While the main engineering works have been completed, a large amount of landscaping, seeding tree and shrub planting still need to happen. The installation of the landscaping works is an integral part of the plan and will contribute to the success of the scheme to slow the flow of water that runs down to the Barn Park entrance. Without the planting and landscaping PCC will be unable to fulfil their Biodiversity Net Gain target for the scheme.</p> <p>Flooding within the park and the wider catchment is an issue. Central Park sits in a Flood Risk Area where there are existing surface water flooding issues within the catchment which the park contributes to. Limited capacity in the sewer system causes Combined Sewer Overflow spills into Pennycomequick stream culverted watercourse. This reduces access and incurs a direct cost to the Council for clean-up and an indirect cost to local residents through the impact of surface water flooding on houses/streets downstream.</p> <ul style="list-style-type: none"> • poor quality sports pitches, preventing us from meeting need and demand for local sports provision as identified through the Playing Pitches Delivery Plan (2018-2021) • poor quality built and natural infrastructure, signage, paths and seating, creating barriers to access for the increasing number of local visitors <p>If we do not proceed with the scheme, the Council:</p> <ul style="list-style-type: none"> • runs a reputational risk of not delivering against its original proposal 				

	<ul style="list-style-type: none"> reduces the ability to deliver the health and wellbeing benefits made possible through high quality access to local greenspace suffers the additional financial cost of dealing with ongoing flooding within the park and subsequently downstream within the Stonehouse Flood Risk catchment area the Plymouth pitch deficit continues to suffer
Decision required:	<p>It is recommended that the Leader of the Council:</p> <p>1) To add the following sums to the capital programme:</p> <ul style="list-style-type: none"> a) £237k of funds through a Revenue Contribution to Capital Outlay (RCCO) into the Central Park Improvements Project b) £100,271.00 grant from The European Regional Development Fund (ERDF) Urban Innovative Actions (UIA) programme - Green Minds c) £19,877.60 grant fund from Flood and Coastal Innovation Fund (FCRIP) <p>2) Vire £500k from the existing Skid programme to the Environmental Improvement Programme within Street Services.</p> <ul style="list-style-type: none"> N.B. Any unspent funds will be returned to the Skid programme

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 three)</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>This Scheme will deliver the following Corporate Plan priorities:</p> <ul style="list-style-type: none"> Keeping children, young people and families safe Green investment, jobs, skills, and better education Spending money wisely Focussing on prevention and early intervention <p>When the Scheme completes, this project will ensure Central Park is a Flagship Park for high quality physical</p>			

	<p>activity, play and access to nature that is freely available, open at all times and for all ages and all demographics.</p> <p>Success will be measured by:</p> <ul style="list-style-type: none">- Increased footfall in the park and usage of facilities- Positive feedback from communities and city-wide user groups about improvements <p>BENEFITS:</p> <p>Increasing capacity of highway drainage and combined sewers through surface water separation and capacity improvements, the drainage scheme will reduce risk of pollution and CSO incident will benefit park users and households in the Stonehouse Flood Risk catchment.</p>
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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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Age	<p>It is anticipated that the project will be open to all age groups. There would be a requirement for young children to be supported by an adult. We will actively engage families and schools</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 is anticipated. All age groups will have the opportunity and will be actively encouraged to be involved.</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>	<p>No adverse impact is anticipated.</p>		
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Disability	<p>Access to monitoring forms and networks that are developed will conform to the requirements of the Equality Act and recommended guidelines for users with a disability.</p> <p>Improvements will comply with the Equality Act and recommended guidelines for users with a 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 is anticipated. The project will be accessible to all abilities.	N/A	N/A
Gender reassignment	<p>Access to being involved in the project will not be limited by gender reassignment.</p> <p>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).</p>	No adverse impact, there will be no barriers to involvement based on gender reassignment		

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 is anticipated.	N/A	N/A
Pregnancy and maternity	<p>Overall 50.2% of our population are women; this reflects the national figure of 50.7%.</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>	No adverse impact is anticipated.	N/A	N/A
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 is anticipated. The project will be open to all to participate regardless of race.		

Religion or belief	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).	No adverse impact is anticipated. The project will be accessible to all faiths, religions and beliefs		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact is 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 is anticipated.		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>This service recognises Article 14 of Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>All staff and service users will be treated fairly and that their human rights will be respected.</p>	N/A	

	No adverse impact on human rights has been identified.		
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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 	The site is a city wide provision. It will remain free open access for all and improvements will benefit walking and cycling and actively encourage nature based activities for all abilities.		This is part of Phase 3 of the Central Park Improvements Programme, which is a continuation of Phase 1 and 2 started in May 2017 and is delivered by the Environmental Planning Team.
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	No adverse impact is anticipated.		
Build and develop a diverse workforce that represents the community and citizens it serves.	The project has had input from user-groups and design will embed areas for communal seating/picnic/meeting areas and interaction with nature		
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 is anticipated.		