


EQUALITY IMPACT ASSESSMENT – TREFUSIS PARK FLOOD RELIEF SCHEME

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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Lead Officer: Head of Service, Service Director, or Strategic Director.	Philip Heseltine, Head of Transport	Signature:		Approval date:	10/02/2025
Overview:	<p>The Scheme is the first phase of a wider flood risk management project in the Lipson / Laira area, designed to provide storage for surface water during storm events, to reduce flood risk and storm overflow spills, and to create environmental enhancement. The surface water storage within the Park will also allow SWW to separate surface water out of the combined system upstream, thereby increasing capacity in the combined sewerage system and further reducing flood and sewerage spill risk.</p> <p>Once construction of the Scheme completes, 21 properties will be better protected from surface water flooding. This number will increase to 147 once SWW have completed their upstream works, with an estimated reduction in flood damages over the design life of the scheme (estimated by the EA) of £12.4M.</p> <p>The Scheme and further phases of work should avoid properties within the Lipson Vale / Bernice Terrace area becoming unviable and, therefore, abandoned, with the associated blight on the wider area's economic activity.</p> <p>The Scheme and combined works will also:</p> <ul style="list-style-type: none"> • reduce the frequent disruption of the movement of traffic along the B3214 (Lipson Vale) between eastern suburbs and Plymouth city centre, including five bus routes • reduce the ongoing disruption to the education of 1,400 children attending Lipson Vale Primary School and Lipson Co-operative Academy • reduce the risk of Combined Sewer Overflow (CSO) spills, with associated bathing water quality improvement in the River Plym • reduce the risk of sewerage pollution in the River Plym • provide habitat improvement, including improvements to 0.1Ha of grassland and a biodiversity net gain of at least 10% • provide significant amenity improvements, including improved cycling and walking provision • provide additional capacity in the combined drainage and sewage network for new development 				

Decision required:	<p>It is recommended that the Leader:</p> <ol style="list-style-type: none"> 1. Approves the Trefusis Park Flood Relief Scheme Capital Business Case; 2. Approves the allocation of £3,784,658 within the Capital Programme for the Trefusis Park Flood Relief Scheme; 3. Authorises the procurement process; 4. Delegates the award of contracts and any minor variations, plus the approval of the project programme, to the Service Director for Strategic Planning and Infrastructure where they do not already have authority to do so.
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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		No	x
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		No	x
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	<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, 21 properties will be better protected from flooding. All the relevant households sit within the 21% to 40% most deprived areas of the country.</p> <p>Once surface water separation works are completed upstream of Trefusis Park by South West Water, the</p>			

	<p>number of properties better protected from flooding will increase to 147.</p> <p>There are no negative impacts anticipated.</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
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. • 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.</p>		

<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>		
<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>	<p>No adverse impact is anticipated.</p>	<p>The park will remain accessible to all users with enhanced amenity benefit and protected access routes.</p>	

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 is 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 is 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 is 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 is 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 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	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
	No adverse impact is anticipated.		

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 	No adverse impact is anticipated.		
<p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>	No adverse impact is anticipated.		
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	No adverse impact is anticipated.		
<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>	No adverse impact is anticipated.		