


EQUALITY IMPACT ASSESSMENT – CONSOLIDATED ACTIVE TRAVEL FUND

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Richard Banner	Department and service:	Department for Growth SP&I	Date of assessment:	08 September 2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Philip Heseltine	Signature:		Approval date:	16 September 2025
Overview:	<p>Active Travel England (ATE) will provide £746,894 capital funding under the Consolidated Active Travel Fund (CATF).</p> <p>CATF funding is for:</p> <ul style="list-style-type: none"> New construction schemes with robust delivery plans; Change control funding to unblock existing ATF schemes to secure timely delivery and improve scheme quality; Essential funding to address safety or accessibility concerns on existing active travel routes; Early development of future active travel schemes (including to support the development of housing), creating a pipeline of schemes to be funded by future government spending rounds or other local funding; Development and delivery of high-quality capability building and behaviour change activities, enabling authorities to plan for and activate existing infrastructure and new capital schemes. <p>Having briefed the portfolio holder on the options for this funding CPOG have agreed the mandate to apportion the funding as follows:</p> <p>£373,447 for the construction of Brian Vincent Way, a path from Willow Close to Pike Road. The development funding for this project has been mandated through the Capital Programme Officers Group (CPOG). This funding will facilitate construction of an improved path which is a key link between Efford and Marsh Mills.</p> <p>£150,000 for the construction of a new crossing of Budshead Road for people to use when crossing to Whiteleigh Green shops. By providing a controlled crossing to the local shops residents will find it easier and be encouraged to walk to their local shops.</p> <p>£48,000 for the implementation (construction) of physical measures to support our safer school streets programme. Works will include the tightening of the bell mouth of the junction which will act to reduce vehicle speeds and improve the crossing facilities for residents and school children.</p>				

	<p>£20,447 for essential enhancements and the early development of Dawes Lane, a key link between Brixton and Plymouth which condition has deteriorated.</p> <p>£35,000 for the implementation (construction) of traffic signals at the Mutley Plain / Greenbank Road junction. This will enable the provision of a signal crossing at an existing signal junction.</p> <p>£70,000 for the implementation (construction) of traffic signals at the Ham Drive / Honicknowle Lane junction. Again, this will provide pedestrians crossing facilities at an existing signalised junction.</p> <p>£50,000 for essential enhancements to replace the fence between Lucas Terrace and Seagull Bridge. This will address safety concerns due to the deteriorating condition of an existing fence which acts as a barrier to a steep slope.</p>
Decision required:	<p>It is recommended that the Deputy Leader of the Council:</p> <ul style="list-style-type: none"> • Approves the Business Case; • Allocates £746,894 capital funding for the project into the Capital Programme funded by Active Travel England (ATE) Consolidated Active Travel Fund (CATF); • Authorises the procurement process; • Delegates the award of the contract to Service Director for Strategic Planning & Infrastructure where they do not already have authority to do so.

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.	The project is not anticipated to have an adverse impact on any protected characteristics.			

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>	No adverse impact anticipated.		

<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 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 anticipated.</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 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	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	No adverse impact anticipated.		
Sexual orientation	<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>	No adverse impact anticipated.		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No negative impact		

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