

EQUALITY IMPACT ASSESSMENT – ST LEVAN 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	Signature:		Approval date:	02/04/2025
Overview:	<p>The St Levan Park Flood Relief Scheme (the Scheme) is a flood risk management project in the St Levan area, designed to provide storage for surface water during storm events, reduce flood risk and storm overflow spills, and create environmental enhancement.</p> <p>Once construction of the Scheme completes, it is anticipated that 113 properties will be better protected from surface water flooding during a 1 in 100 year storm event. The Scheme and further phases of work should avoid properties within the St Levan 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 St Levan Road between Devonport Dockyard and Milehouse, including one bus route reduce the ongoing disruption to the education of 603 children attending College Road Primary School, Ford Primary School, and Morice Town Primary School reduce the risk of Combined Sewer Overflow (CSO) spills, with associated bathing water quality improvement in the River Tamar provide habitat improvement, including a biodiversity net gain of at least 10% provide significant amenity improvements, including improved walking provision provide additional capacity in the combined drainage and sewage network for new development 				

	As far as impact upon the climate is concerned, most of the outputs of the Scheme have been assessed as positive with long-term benefits. Where there is no or neutral impact, there is mitigation.
Decision required:	<p>It is recommended that the Leader:</p> <ol style="list-style-type: none"> Approves the revised St Levan Park Flood Relief Scheme Capital Business Case Approves the allocation of an additional £95,000 within the Capital Programme for the St Levan Park Flood Relief Scheme

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>The 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, it is anticipated that 113 properties will be better protected from surface water flooding in a 1 in 100 year storm event. All the relevant households sit within the 21% to 40% most deprived areas of the country.</p>		

	There are no negative impacts anticipated.
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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>	No adverse impact is anticipated.	N/A	N/A

Care experienced individuals (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>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 is anticipated.	N/A	N/A
Disability	<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.	N/A	N/A

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.	N/A	N/A
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.	N/A	N/A
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.	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.	N/A	N/A
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.	N/A	N/A
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact is anticipated.	N/A	N/A
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 is anticipated.	N/A	N/A

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impact is anticipated.	N/A	N/A

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