

EQUALITY IMPACT ASSESSMENT – CHARLTON ROAD

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Jake Holmes	Department and service:	Strategic Planning & Infrastructure	Date of assessment:	03/02/2026
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Paul Barnard	Signature:		Approval date:	09.03.2026
Overview:	<p>The junction of Charlton Road and Tavistock Road is a known accident hotspot, with 12 collisions, including one fatality, recorded between 2006 and 2016.</p> <p>The Derriford Transport Scheme public consultation events held in both 2014 and 2015 and feedback from the Council's regular 'Meet the Team' sessions had highlighted the concerns about safety and the difficulties this causes for users of this junction. In addition, the road safety audit for the DTS also found the junction to be unsafe and recommended that we either introduce traffic signals (the proposed scheme) or close the gap in the central reserve and prohibit the right turn into Charlton Road. At the time of the DTS scheme the junction was closed to ensure this safety requirement was met.</p> <p>The proposed Charlton Road scheme will deliver safety improvements to this known accident hot spot whilst ensuring that local residents are still able to access their properties avoiding lengthy diversion routes due to the nature of the A386 in this area.</p> <p>The scheme seeks to optimise the existing transport network maintain access to local communities whilst minimising the impact on the A386.</p> <p>The key objectives for this scheme are:</p> <ul style="list-style-type: none"> • To improve safety at a known accident hot-spot including the site of a fatality. • Improve pedestrian and cycle facilities along Tavistock Road • Maintain access to existing community 				

Decision required:	<ol style="list-style-type: none"> 1. Approve the award of the main construction contract for Phase 2 of the Charlton Road Junction Scheme to South West Highways to a total value of £1,347,077.03 in accordance with the Procurement Decision Record. 2. Delegate to the Service Director for Strategic Director for Growth approval of any contract modification(s) in relation to compensation events, where they do not already have authority to do so, provided that the modification(s) do not alter the overall nature of the contract and do not exceed the available project budget.
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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	
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	✓
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	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

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>The scheme is not anticipated to have any adverse impact on specific age groups.</p>	<p>N/A</p>	<p>N/A</p>
Care experienced individuals (Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating	<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)</p>	<p>The scheme is not anticipated to have any adverse impact on care experienced individuals.</p>	<p>N/A</p>	<p>N/A</p>

<p>care experience as though it is a protected characteristic).</p>	<p>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>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>During the period of construction there is potential for disruption to those requiring access to Derriford Hospital.</p>	<p>Traffic Management will be put in place to mitigate potential disruption.</p> <p>Overall crossing and other facilities will be upgraded to support the visually and mobility impaired.</p>	<p>Traffic Management will be in place for up to eight months.</p> <p>The upgraded crossings will be a permanent feature.</p> <p>The Growth Department is the responsible department.</p>
<p>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>	<p>The scheme is not anticipated have any adverse impact on this group.</p>	<p>N/A</p>	<p>N/A</p>
<p>Marriage and civil partnership</p>	<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</p>	<p>The scheme is not anticipated have any adverse impact on this group.</p>	<p>N/A</p>	<p>N/A</p>

	partnerships with the opposite sex (2021 Census).			
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.	During the period of construction there is potential for disruption to those requiring access to Derriford Hospital.	Traffic Management will be put in place to mitigate potential disruption. Overall crossing and other facilities will be upgraded to support the visually and mobility impaired.	Traffic Management will be in place for up to eight months. The upgraded crossings will be a permanent feature. The Growth Department is the responsible department.
Race	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) 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) 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).	The scheme is not anticipated have any adverse impact on any race.	N/A	N/A
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).	The scheme is not anticipated have any adverse impact on any religious groups.	N/A	N/A

Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	The scheme is not anticipated have any adverse impact on this group.	N/A	N/A
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).	The scheme is not anticipated have any adverse impact on this group.	N/A	N/A

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	It is not anticipated that there will be any implications involving human rights as a result of this scheme.	N/A	N/A

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	It is not anticipated that there will be any implications on diversity as a result of this scheme.	N/A	N/A
Pay equality for women, and staff with disabilities in our workforce.	It is not anticipated that there will be any implications on equality in the workforce as a result of this scheme.	N/A	N/A

Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	It is not anticipated that there will be any implications on supporting the workforce as a result of this scheme.	N/A	N/A
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	It is not anticipated that there will be any implications involving hate crimes as a result of this scheme.	N/A	N/A
Plymouth is a city where people from different backgrounds get along well.	It is not anticipated that there will be any implications on people from different backgrounds as a result of this scheme.	N/A	N/A