



**Oversight and Governance**

Chief Executive's Department

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[www.plymouth.gov.uk/democracy](http://www.plymouth.gov.uk/democracy)

Published 26/07/23

## Delegated Decisions

### Delegated Executive/Officer Decisions

Delegated Executive and Officer decisions are published every Wednesday and are available at the following link - <https://tinyurl.com/ms6umor>

Cabinet decisions subject to call-in are published at the following link - <http://tinyurl.com/yddrql6>

Notice of call-in for non-urgent decisions must be given to the Democratic Support Unit by 4.30 pm on Wednesday 02 August 2023. Please note – urgent decisions and non-key Council Officer decisions cannot be called in. Copies of the decisions together with background reports are available for viewing as follows:

- on the Council's Intranet Site at <https://modgov/mgDelegatedDecisions.aspx>
- on the Council's website at <https://tinyurl.com/jhnax4e>

The decision detailed below may be implemented on Thursday 03 August 2023 if it is not called-in.

## **Delegated Decisions**

### **I. Councillor Tudor Evans OBE, Leader of the Council:**

- I.1. L10 23/24 - Youth Investment Fund - Acceptance of grant funding for delivery of improvements to our Youth Centres **(Pages 1 - 18)**

# EXECUTIVE DECISION

## made by a Cabinet Member




### REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER

Executive Decision Reference Number – L10 23/24

| Decision |  |            |           |   |
|----------|--|------------|-----------|---|
| 1        | <b>Title of decision:</b> Youth Investment Fund – Acceptance of grant funding for delivery of improvements to our Youth Centres  |            |           |   |
| 2        | <b>Decision maker:</b> Councillor Tudor Evans OBE, Leader of the Council   |            |           |   |
| 3        | <b>Report author and contact details:</b><br>Matt Garrett (Service Director of Community Connections), <a href="mailto:matt.garrett@plymouth.gov.uk">matt.garrett@plymouth.gov.uk</a> ,<br>01752 306733  |            |           |   |
| 4        | <b>Decision to be taken:</b> <ul style="list-style-type: none"> <li>Accept £2,319,463 from the Youth Investment Fund;</li> <li>Allocate £1,856,888 of the funding into the Capital Programme;</li> <li>Delegate the approval of spend to the Strategic Director for People where they would not have the authority to do so.</li> </ul>  |            |           |   |
| 5        | <b>Reasons for decision:</b><br>Successful bid to the Youth Investment Fund.   |            |           |   |
| 6        | <b>Alternative options considered and rejected:</b><br>Alternatives are to do nothing or to use Council funds instead of external grant funding which is not viable in current conditions.   |            |           |   |
| 7        | <b>Financial implications:</b><br>Delivery for the project is from 2023/24 to 2024/25<br>The approved budget of £2,319,463 is funded from a government grant, through the Youth Investment Fund.<br>£1,856,888 capital grant will cover improvements to Youth Centre and Children Young People and Family Service buildings, allowing improved provision for Young People.<br>Revenue Implication:<br>Grant of £462,575 to support delivery of additional staff and equipment to increase the number of young people accessing services<br>The cost of appropriate project management staff time associated with the delivery of the project is included in a revenue grant supplied through the same grant. |            |           |   |
| 8        | <b>Is the decision a Key Decision?</b>   | <b>Yes</b> | <b>No</b> | <b>Per the Constitution, a key decision is one which:</b> |

|                         |   |  |      |  |
|-------------------------|---|--|------|--|
|                         | (please contact <a href="#">Democratic Support</a> for further advice)  |  | x    | in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total              |
|                         |   |  | x    | in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1million</b>          |
|                         |   |  | x    | is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority. |
|                         | If yes, date of publication of the notice in the <a href="#">Forward Plan of Key Decisions</a>  |  |      |  |
| 9                       | Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget: | The provision of Youth Services and improving Youth Centre / CYPFS buildings contributes to the Corporate Plan by helping to keep children, adults and communities safe, by providing quality public services and focusing on prevention and early intervention. Changes to our physical estate will allow to change and increase the services delivered from our buildings, it will enable us to better work alongside other services in the community and will also allow us to increase the number of young people who can gain access to our buildings and services. |      |  |
| 10                      | Please specify any direct environmental implications of the decision (carbon impact)  | Changes to our buildings will allow us to improve the green credentials in our estate.   |      |  |
| <b>Urgent decisions</b> |   |  |      |  |
| 11                      | Is the decision urgent and to be implemented immediately in the interests of the Council or the public?   | Yes  |      | (If yes, please contact Democratic Support ( <a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a> ) for advice)              |
|                         |   | No   | X    | (If no, go to section 13a)   |
| 12a                     | Reason for urgency:   |  |      |  |
| 12b                     | Scrutiny Chair Signature:   |  | Date |  |
|                         | Scrutiny Committee name:  |  |      |  |
|                         | Print Name:   |  |      |  |
| <b>Consultation</b>     |   |  |      |  |
| 13a                     |   | Yes  | X    |  |

|  |  |   |                               |   |
|--|--|---|-------------------------------|---|
|  | <b>Are any other Cabinet members' portfolios affected by the decision?</b>                 | <b>No</b>   |                               | <b>(If no go to section 14)</b>   |
| <b>13b</b>                             | <b>Which other Cabinet member's portfolio is affected by the decision?</b>                 | Cllr Jemima Laing Deputy Leader/ Children's Social Care, Culture, Events and Communications |                               |   |
| <b>13c</b>                             | <b>Date Cabinet member consulted</b>   | 26 June 2023  |                               |   |
| <b>14</b>                              | <b>Has any Cabinet member declared a conflict of interest in relation to the decision?</b> | <b>Yes</b>  |                               | If yes, please discuss with the Monitoring Officer  |
|  |  | <b>No</b>   | X                             |   |
| <b>15</b>                              | <b>Which Corporate Management Team member has been consulted?</b>                          | <b>Name</b>   | Anna Coles                    |   |
|  |  | <b>Job title</b>  | Strategic Director for People |   |
|  |  | <b>Date consulted</b>   | 22 May 2023                   |   |
| <b>Sign-off</b>                        |  |   |                               |   |
| <b>16</b>                              | <b>Sign off codes from the relevant departments consulted:</b>                             | <b>Democratic Support (mandatory)</b>   | DS22 23/24                    |   |
|  |  | <b>Finance (mandatory)</b>  | DJN.23.24.55                  |   |
|  |  | <b>Legal (mandatory)</b>  | LS/00001312/AC/26/6/23        |   |
|  |  | <b>Human Resources (if applicable)</b>  | N/A                           |   |
|  |  | <b>Corporate property (if applicable)</b>   | EST.DW.13.2023                |   |
|  |  | <b>Procurement (if applicable)</b>  | N/A                           |   |
| <b>Appendices</b>                      |  |   |                               |   |
| <b>17</b>                              | <b>Ref.</b>  | <b>Title of appendix</b>  |                               |   |
|  | A  | YIF Briefing  |                               |   |
|  | B  | YIF Equalities Impact Assessment 2023   |                               |   |
|  |  |   |                               |   |
| <b>Confidential/exempt information</b> |  |   |                               |   |
| <b>18a</b>                             | <b>Do you need to include any confidential/exempt information?</b>                         | <b>Yes</b>  |                               | If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for |

|                                     |   |                                   |                                     |  |          |          |          |          |
|-------------------------------------|---|-----------------------------------|-------------------------------------|--|----------|----------|----------|----------|
|                                     |   | <b>No</b>                         | <input checked="" type="checkbox"/> | publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in <b>18b</b> below.<br><br>(Keep as much information as possible in the briefing report that will be in the public domain) |          |          |          |          |
|                                     |   | <b>Exemption Paragraph Number</b> |                                     |  |          |          |          |          |
|                                     |   | <b>1</b>                          | <b>2</b>                            | <b>3</b>   | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
| <b>18b</b>                          | <b>Confidential/exempt briefing report title:</b>   |                                   |                                     |  |          |          |          |          |
| <b>Background Papers</b>            |   |                                   |                                     |  |          |          |          |          |
| <b>19</b>                           | Please list all unpublished, background papers relevant to the decision in the table below.<br><br>Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box. |                                   |                                     |  |          |          |          |          |
| <b>Title of background paper(s)</b> |   | <b>Exemption Paragraph Number</b> |                                     |  |          |          |          |          |
|                                     |   | <b>1</b>                          | <b>2</b>                            | <b>3</b>   | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
|                                     |   |                                   |                                     |  |          |          |          |          |
|                                     |   |                                   |                                     |  |          |          |          |          |
| <b>Cabinet Member Signature</b>     |   |                                   |                                     |  |          |          |          |          |
| <b>20</b>                           | I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.  |                                   |                                     |  |          |          |          |          |
| <b>Signature</b>                    |    |                                   | <b>Date of decision</b>             | 19 July 2023   |          |          |          |          |
| <b>Print Name</b>                   | Cllr Tudor Evans OBE  |                                   |                                     |  |          |          |          |          |

**YOUTH INVESTMENT FUND**

Community Connections



## SUMMARY

Plymouth City Council has been awarded £2,319,463 to deliver improvements across our Youth estate. We will provide upgrades and improvements across three buildings to support increased engagement across the estate and to drive positive outcomes for young people.

This was a partnership bid between Community Connections and the Children Young People and Family Service (CYPFS).

It will see improvements being made to:

- Fredrick Street Centre, Stonehouse
- Efford Youth & Community Centre
- Honicknowle Youth & Community Centre

## DETAIL

Youth Investment Fund is part of the government's £560 million investment in young people, including the new National Youth Guarantee: that by 2025, every young person in England will have access to regular out of school activities, adventures away from home and opportunities to volunteer

In February 2021, the DCMS launched a Youth Review seeking views from young people and the sector on out of school support for young people. *The DCMS engaged with over 6000 young people across the country and over 170 youth sector organisations and 32 academics/researchers.* ([Youth Review: Summary Findings and Government Response](#)).

The National Youth Guarantee responds directly to what around 6,000 young people stated to prioritise during the DCMS Youth Review. The £368 million Youth Investment Fund (YIF) is a key part of that investment, targeted at improving youth services in parts of the country most in need. The money will be made available across the next three financial years - 22/23 to 24/25 - for facilities from which open access services for young people can be delivered.

## OBJECTIVES

The YIF's objective is to create, expand and improve local youth facilities and their services, in order to drive positive outcomes for young people and their communities:

- Improve the health and wellbeing of young people
- Equip young people with skills for work and life
- Empower young people to be active members of their communities and society
- Level up provision in 'left behind' areas

Based on a set of objective criteria the DCMS has identified Plymouth local authority area as one that qualifies for YIF. The methodology used to create the list can be found at the [GOV.UK webpage](#)

## GRANT AWARD

Plymouth City Council, has been awarded a grant of up to the maximum sum of £2,319,463.00.

The Social Investment Business (SIB) Foundation will provide the Grant subject to the terms and conditions contained within this Award Letter, the attached Grant Agreement and schedules.

The purpose of the Grant is to advance the objectives of YIF Phase 2, as set out in the YIF



## Grant Agreement.

The grant comprises a maximum of £1,856,888.00 capital funding and £462,575.00 revenue funding.

Revenue funding will be used to support both the delivery of the capital improvements but also to drive increased engagement with Young People across all sites. It covers both staffing and equipment costs.

## DELIVERY IN PLYMOUTH

This was an important bid for Plymouth as this work is key to keeping Young People safe is to provide places where they can come together, engage with each other safely and engage with services that can support them. Improved spaces will also support the Council with one of its key objectives around early intervention and prevention.

Plymouth is made up of 161 Lower Super Output Areas (LSOA's) and is the home to some 59,200 young people aged between 0-19. Located in close proximity to the city centre is Stonehouse, which is the most deprived area of the city and nationally is within the top 1% of the most deprived areas.

As a result of the current housing crisis in the city, the cities composition and geographical boundaries, land is of a premium, which significantly reduces viable sites for development. These factors have therefore influenced the overall strategy for this application, ensuring monies are utilised in a fashion that reaches the most young people as possible.

Our ambition is to renew / reimagine key sites used by children's and youth services combined with our VCSE colleagues in the city. This was a collaborative application with the pro-active involvement of young people, who will be involved in the shaping of the bid and throughout the delivery.

In developing the application, we are linking Frederick Street with the two other sites contained within Plymouth – Efford and Honicknowle. These locations have been selected through consultation, reviews of relevant data sets displaying need, and local intelligence.

## SITE SUMMARIES

### Frederick Street Centre, Stonehouse

#### Expansion of Current Activities

- Direct Work - 1:1 work with young people through; Youth Justice, and targeted support. The building is also used to facilitate Family Group Conferences which young people attend, the OUT youth group and contact and family time for children who are not in the care of their parents.

#### Creation of New Activities

- Care Leaver Base - A designated base for care experienced young people to access between 10:00 and 20:00 weekdays to access a range of support, resources, IT facilities, life skills, fitness equipment. They will be able to use the centre's facilities/activities including use of the training kitchen to improve life skills, group work programmes to support emotional well-being and the drop in Café and skills sessions.
- Community Café - A drop in café that would be managed by care leavers open from 12:00pm – 8:00pm weekdays open whilst other activities young people access are taking place. We hope to

support some of our care experienced young people to work in the Café – this will support with building confidence for them to apply for work when ready

- Drop in Sessions - The centre to be open 08:00am - 8:00pm so young people can have consistent access to support. Specific drop in sessions will be available in collaboration with organisations such as; DWP, sexual health, mental health and careers.
- Group Work - The use of appropriate facilities to deliver a number of groups for young people and families to access. This will include multiagency delivery of group work and will include emotional well-being groups as well as educational / awareness groups around subjects like exploitation, knife crime, sexual health and managing difficult feelings.
- Education Suite - A designated suite to deliver a number of training opportunities to young people to aid skill development and be a safe space for the virtual school to access. This will include working in partnership with the Skills Launchpad to improve accessibility for our young people. The education suite can be used by young people still in education as well as those older young people who need support to gain the skills they need to improve life chances.
- Well Being Space - A space for young people in crisis to access 08:00am to 8:00pm and be supported by workers

### **Efford Youth & Community Centre**

#### Expansion of Current Activities

- Open Access/Universal Youth Project - Open access youth work voluntary participation, with young people (11-19) being free to come and go as they please. Offering a regular, safe, warm space to socialise with friends and a space where young people can and do build positive relationship with youth workers and others relevant agencies and practitioners.
- 4 Me & My Friends (SEND) - targeted Universal youth group primarily working with young people on the Autistic spectrum, aged 10-25yrs with Global delay syndrome, Sensory processing disorder, Asperger's, ADHD, OCD, Generalised anxiety disorder, Attachment disorder and Swan (syndrome without a name). The project offers young people the opportunity to have fun, a voice, learn new skills and make new friends.
- No Limits (SEND) - is a youth club that is open for young people aged 11-24, who identify as having an additional need. The project offers the opportunity to experience youth work provision and to socialise with their peers in a safe and welcoming environment. Aiming to provide a safe, welcoming space offering fun interactive activities, group work, informal education and personal development.
- Multi Sports (Boxing, Basketball) - Sports focused open access sessions run in partnership with youth sports providers delivering fun, engaging physical activities to increase confidence, self-esteem, pro-social behaviour and physical and mental health wellbeing
- Digital Engagement - A targeted open access project which aims to promote positive engagement and create a fun informal learning environment for young people. The project will focus on relevant themes such as online safety to increase feelings of safety in both their online and offline lives. It will also create opportunities to develop their digital skills and explore employment and learning opportunities.

#### Creation of New Activities

- Multi Use Games Area (MUGA) - Increase provision in sport facilities and partnership work within on site MUGA will increase supervised sporting activities on site. enhance benefits of physical activity and aligned holistic wellbeing, offering active positive diversionary activities and offer facilities for greater partnership work / engagement with relevant physical activity providers

### **Honicknowle Youth & Community Centre**

#### Expansion of Current Activities

- Open Access/Universal Youth Project - Open access youth work voluntary participation, with young people (11-19) being free to come and go as they please. Offering a regular, safe, warm space to socialise with friends and a space where young people can and do build positive relationship with youth workers and others relevant agencies and practitioners.
- Young Carers (inc. SEND) - Targeted Universal city wide youth project for all young carers up to 19 years. The project gives young carers a safe space and opportunities to participate and engage in positive, fun and creative activities. One to one support is provided for young carers who are having difficulties coping or are at crisis point. Youth Workers also support transition work to young adult caring services
- No Limits (SEND) - is a youth club that is open for young people aged 11-24, who identify as having an additional need. The project offers the opportunity to experience youth work provision and to socialise with their peers in a safe and welcoming environment. Aiming to provide a safe, welcoming space offering fun interactive activities, group work, informal education and personal development.
- Multi Sports (Boxing) - Sports focused open access sessions run in partnership with youth sports providers delivering fun, engaging physical activities to increase confidence, self-esteem, pro-social behaviour and physical and mental health wellbeing.

#### Creation of New Activities

- Digital Engagement - A targeted open access project which aims to promote positive engagement and create a fun informal learning environment for young people. The project will focus on relevant themes such as online safety to increase feelings of safety in both their online and offline lives. It will also create opportunities to develop their digital skills and explore employment and learning opportunities.

## CONCLUSION


Improvements across all sites will aim to:

- Increase the number of young people using the site
- Increase the range of activities
- Improve opportunities for Young People
- Improve the Health and Wellbeing of Young People

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# EQUALITY IMPACT ASSESSMENT – YOUTH INVESTMENT FUND 2023

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

|   |  |                                |   |                            |              |
|---|--|--------------------------------|---|----------------------------|--------------|
| <b>Author(s):</b><br>This is the person completing the EIA template.  | Rishi Bates, Community Youth Manager   | <b>Department and service:</b> | Community Youth, Community Connections  | <b>Date of assessment:</b> | 29 June 2023 |
| <b>Lead Officer:</b><br>Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA. | Matt Garrett, Service Director for Community Connections   | <b>Signature:</b>              |  | <b>Approval date:</b>      | 30 June 2023 |
| <b>Overview:</b>  | Youth Investment Fund is grant funding both Capital and Revenue to support PCC to improve access to Youth Centres for Young People. This funding will help us offer better support to young people in our communities. It will also support the Care Leavers Covenant by improving the spaces that Young People use and allowing us to increase the amount of services available to them, which will ensure Care Leavers are supported to achieve and aspire positive outcomes to maximise their life chances and ensure they are supported to be healthy, happy and safe. |                                |   |                            |              |
| <b>Decision required:</b>   | Accept £2,319,463 from the Youth Investment Fund<br>Allocate £1,856,888 of the funding into the Capital Programme<br>Delegates the approval of spend to the Strategic Director for People, where they do not already have authority to do so.  |                                |   |                            |              |

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

|   |            |  |           |   |
|---|------------|--|-----------|---|
| <b>Potential external impacts:</b><br>Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics? | <b>Yes</b> |  | <b>No</b> | x |
| <b>Potential internal impacts:</b>  | <b>Yes</b> |  | <b>No</b> | x |

|  |   |  |           |   |
|--|---|--|-----------|---|
| Does the proposal have the potential to negatively impact Plymouth City Council employees?   |   |  |           |   |
| 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) | <b>Yes</b>  |  | <b>No</b> | x |
| If you do not agree that a full equality impact assessment is required, please set out your justification for why not.   | Due to the nature of the project, no adverse impacts are anticipated. |  |           |   |

**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 |
|--|---|--------------------------------|-----------------------|--------------------------------------|
| <b>Age</b>                                     | <p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 per cent of people in Plymouth are children aged under 15.</li> <li>• 65.1 per cent are adults aged 15 to 64.</li> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> </ul> | No adverse impact anticipated. | Not Applicable        | Not Applicable                       |

|   |  |                                       |                       |                       |
|---|--|---------------------------------------|-----------------------|-----------------------|
|   | <ul style="list-style-type: none"> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>   |                                       |                       |                       |
| <p><b>Care experienced individuals</b><br/>(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>Not Applicable</p> | <p>Not Applicable</p> |
| <p><b>Disability</b></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</p>   | <p>No adverse impact anticipated.</p> | <p>Not Applicable</p> | <p>Not Applicable</p> |

|                                       |   |                                |                |                |
|---------------------------------------|---|--------------------------------|----------------|----------------|
|                                       | physical or mental health problem (2021 Census)   |                                |                |                |
| <b>Gender reassignment</b>            | 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  | Not Applicable | Not Applicable |
| <b>Marriage and civil partnership</b> | 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.<br><br>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. | Not Applicable | Not Applicable |
| <b>Pregnancy and maternity</b>        | 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. | Not Applicable | Not Applicable |
| <b>Race</b>                           | 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)<br><br>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)<br><br>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, | No adverse impact anticipated. | Not Applicable | Not Applicable |



|                           |   |                                |                |                |
|---------------------------|---|--------------------------------|----------------|----------------|
|                           | Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).   |                                |                |                |
| <b>Religion or belief</b> | 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).<br>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 anticipated. | Not Applicable | Not Applicable |
| <b>Sex</b>                | 51 per cent of our population are women and 49 per cent are men (2021 Census).  | No adverse impact anticipated. | Not Applicable | Not Applicable |
| <b>Sexual orientation</b> | 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 anticipated. | Not Applicable | Not Applicable |

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

| Human Rights | Implications | Mitigation Actions | Timescale and responsible department |
|--------------|--------------|--------------------|--------------------------------------|
|--------------|--------------|--------------------|--------------------------------------|

|  |   |                |                |
|--|---|----------------|----------------|
|  | <p>Plymouth City Council recognises Article 14 of the 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 their human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p> | Not Applicable | Not Applicable |
|--|---|----------------|----------------|

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

| Equality objectives   | Implications    | Mitigation Actions | Timescale and responsible department |
|---|-----------------|--------------------|--------------------------------------|
| <b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>  | No Implications | Not Applicable     | Not Applicable                       |
| <b>Pay equality for women, and staff with disabilities in our workforce.</b>  | No implications | Not Applicable     | Not Applicable                       |
| <b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>   | No implications | Not Applicable     | Not Applicable                       |
| <b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b> | No implications | Not Applicable     | Not Applicable                       |
| <b>Plymouth is a city where people from different backgrounds get along well.</b>   | No implications | Not Applicable     | Not Applicable                       |



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