

Oversight and Governance

Chief Executive's Department
Plymouth City Council
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Published 07/12/21

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/yddrqll6

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 urgent decision detailed below may be implemented immediately.

Delegated Decisions

- I. Councillor Kelly (The Leader):
 - I.a Urgent Decision 2022 Great Britain Sail Grand Prix Plymouth (Pages I 28)

excess of £3million in total

EXECUTIVE DECISION

made by a Cabinet Member



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

Executive Decision Reference Number - L25 21/22

De	cision					
I	Title of decision: 2022 Great Britain Sa	il Gran	ıd Prix	Plymouth		
2	Decision maker (Cabinet member name and portfolio title): Councillor Nick Kelly, Leader					
3	Report author and contact details: Victoria Allen, Marketing and Events Manager, Victoria.allen@plymouth.gov.uk,					
4	Decision to be taken:					
	I To approve Plymouth's hosting of t vision, themes and objectives outlined in the			Britain Sail Grand Prix event in line with the 020-2030		
	2. To approve the contract award to report.	F50 Lea	igue LLC	to deliver the event as detailed in the Part 2		
	3 To note the funding arrangements a	as desci	ribed in _l	paragraph 7.		
5	Reasons for decision: We have won a cothe point of contract.	ompetiti	ve biddii	ng process to host the event and are now at		
6	Alternative options considered and re	jected	:			
	Bid for alternative global sailing events — everal lack spectator engagement or do not have s			cale are either not available, cost prohibitive, l exposure and reach		
	Develop a major global sailing event ourselves – not practical or realistic					
7	Financial implications and risk:					
	The implications of this decision are that the contributions and the Place Directorate but insufficient a contingency of £0.247m will be	dget in	2022/23.	. In the event that these resources are		
8	Is the decision a Key Decision?	Yes	No	Per the Constitution, a key decision is one which:		
	(please contact <u>Democratic Support</u> for further advice)					
	ior iurtiier auvice)		X	in the case of capital projects and contract awards, results in a new commitment to spend and/or save in		

		x	in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £l million is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.		
	If yes, date of publication of the notice in the <u>Forward Plan of Key</u> <u>Decisions</u>	N/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:	Underpinning the Visitor Plan is a major events strategy to encourage day and repeat visitors to the city. These events are characteristically one-off opportunities with national and international appeal that generate significant media coverage and have the potential to attract significant volumes of visitors. A report by Deloitte into the economic impact of SailGP in 2021 has spelt out the direct financial benefits to the city: • Gross expenditure of £8.9 million, including amount spent by spectators, event organisers and the teams. • Total economic impact of £6.9 million • Had it not been for COVID-19 limiting international visitor numbers and travel this economic benefit to Plymouth would have been closer to £10 million. Positioning Plymouth globally will also raise awareness of			
		As stated in the significantly imposustainable tour growing the high international leit festivals, sport of is distinctive about	tive and forward thinking city to do business the Visitor Plan 2020-2030: We need to brove the productivity of tourism and deliver a rism sector for the future, we need to focus on the value markets. That means UK short breaks, some visitors. We will continue to use events, and significant celebration years to showcase what tout our city, project strong positive images to our attract new visitors and leverage further benefits		
10	Please specify any direct environmental implications of the decision (carbon impact)	events such as As the first clir property, SailC global event in inception in 2C contributing it ambitious targ footprint — bas	n emission associated with the running of the use of generators and transportation. mate positive sports and entertainment GP will continue to push boundaries in the dustry and its 'Race for the Future'. Since its 019, SailGP has been measuring, reducing and is entire carbon footprint and has set an et of 55 per cent reduction of its carbon sed on science — by 2025, as well as being fully powered by nature by 2025 on the water.		

Urge	nt decisions						
11	implemented immediately in the interests of the Council or the		Yes	x		contact Democratic Support upport@plymouth.gov.uk) for	
	public?		No		(If no, go to	section 13a)	
Reason for urgency: Confirmation that we had won the event was only given Wednesday 1st December. Sail GP have a requirement to announce on Tuesday 7th December which does not give time for a non-urgent decision to take place between confirmation of event/contract signature and event announcement. They have said that if we are not able to announce on Tuesday 7th December we risk losing the event.							
I2b	Scrutiny Chair Signature: Councillor Richard Bingley approved by email		еу	Date	07/12/21		
	Scrutiny Committee name:	Chair of Scrutiny Manage	ement Bo	ard			
	Print Name: Councillor Richard Bingle		еу				
Cons	ultation						
13a	-	Cabinet members'	Yes				
	portfolios affe	cted by the decision?	No	x	(If no go to section 14)		
I3b		Cabinet member's ected by the decision?	N/A	N/A			
13c	Date Cabinet	member consulted	N/A	N/A			
14		net member declared a	Yes		If yes, please discuss with the Monitori		
	decision?	erest in relation to the	No	x	Officer		
15	Which Corpo	rate Management	Name	e	Anthony Payne		
	Team membe	er has been consulted?	Job ti	tle	Director of Place		
			Date consu	ate 01.12.2022 onsulted			
Sign-off							
16				ocratic S datory)	upport	DS77 21/22	
			Finan	Finance (mandatory)		ba.21.22.202	
			Legal	Legal (mandatory)		LS/37757/AC/6/12/21	

			Huma applic		ources	(if	N/A	4			
			Corporate property (if applicable)			y (if	N/A				
			Procurement (if applicable)			KK	/PS/611/	ED/1221			
Арр	endic	es									
17	Ref.	Title of appendix									
	Α	Briefing report for publication									
	В	Equalities Impact Assessment									
	С	Contract Award Part I									
Conf	fident	ial/exempt information									
18a		ou need to include any idential/exempt information?	Yes	x	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part 1 of Schedule 124						
			No		of the Local Government Act 1972 by ticking the relevant box in 18b below. (Keep as much information as possible in the briefing report that will be in the public domain)				ticking e in the		
			Exemption Paragraph Number								
			I	2			4	5	6	7	
I8b	Conf	fidential/exempt briefing report									
	Part	2 Briefing Report			x						
	Cont	tract Award Report Part 2			×						
Back	grour	nd Papers									
19	Please	e list all unpublished, background pape	ers relev	ant to	the decis	ion in t	the tab	le below	<i>'</i> .		
	disclo	ground papers are <u>unpublished</u> works, ose facts or matters on which the repo nformation is confidential, you must indule 12A of the Local Government Ac	ort or ar dicate w	impoi hy it is	not for	of the	work tion by	is based	. If some	all of	

	Title o	of background paper(s)		Exemption Paragraph Number						
			ı	2	3	4	5	6	7	
Cab	inet M eml	ber Signature								
20	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 betwee people who share protected characteristics under the Equalities Act and those who do not. For furth details please see the EIA attached.				etween					
Signature N. Kally		Date of	Date of decision 07/12/2021							
Print Name Councillor Nick Kelly (Leader)			eader)							



GREAT BRITAIN SAIL GRAND PRIX PLYMOUTH 2022

Briefing Paper Part I





Author: Victoria Allen

Job Title: Marketing & Events Manager

Department: Economic Development

Date: 07/12/2021

Introduction and Context

In their 2021 & beyond manifesto, the Plymouth Conservatives set out their commitment to hosting major ocean events: "we will build on our enviable reputation for hosting major nautical events such as the America's Cup, the Fastnet, SailGP".

As a result, Plymouth has won a globally competitive bidding process to host, in 2022, the fastest and most spectacular sail racing in the world – the Great Britain Sail Grand Prix (SailGP).

In 2021 Plymouth first hosted SailGP – an inshore 'stadium' sail racing event that is viewed as one of Plymouth's golden moments for economic impact, global positioning and spectator engagement. It has been referred to by many as "the best event Plymouth has ever done".

SailGP is not just an outstanding, one of a kind global event, it also shares a lot of the same DNA as Plymouth, leading the way in marine technology and sustainability. We began courting the race organisers when the concept was first announced and in 2020 won a competitive bidding process to host the UK event in 2021. Following the huge success of this event we entered another bidding process to host it again in 2022. Despite fierce global competition our bid has been successful.

In line with the Conservative manifesto commitment this provides a great opportunity for Plymouth City Council to build on the success of the 2021 event, placing Plymouth, Britain's Ocean City, firmly at pole position in the staging of major sailing events in the UK.

Event Overview

Sail GP is an annual global sailing championship. Teams compete across a season of multiple grands prix internationally in cities including San Francisco, New York and Sydney with the first season being held in 2019. The boats are identical F50 catamarans, the fastest and most technologically advanced racing boats ever built – they are engineered for racing at speeds exceeding 50 knots (60mph). The 2022 teams are: Great Britain (skipper: Ben Ainslie), USA, Australia, France, Japan, Spain, Denmark, New Zealand, Switzerland and Canada.

https://www.youtube.com/watch?v=rr7r42OX6CE

In Plymouth, the racing will take place across two days in July, very close to the shoreline in Plymouth Sound, with practice sessions taking place the week prior. The race village and activity hub will be located on the Hoe with a mixture of hospitality and public free and ticketed areas with live commentary, screens and concessions to enhance the spectator experience. Amazing viewing will be plentiful across the entire waterfront area.

The technical area (similar to FI pit lanes) will have a longer period of occupation at Millbay on Clyde Quay and Trinity Pier where the race boats will be constructed and craned in and out of the water each day for servicing. The public will be able to get up close to view this unique and exciting process.

SailGP 2021 Statistics

- An estimated 27,500 spectators both ticketed and non-ticketed enjoyed the spectacle
- 6,270 people watched from the ticketed Waterfront Viewing area on Plymouth Hoe where COVID restrictions were in place

- More than 1,000 boats signed up to the 'Bring your own Boat' programme, to view from the water
- Visitors came from 10 countries with COVID restrictions clearly having an impact on travel
- Of the UK spectators, 46% came from the surrounding South West region and 35% from the South East and London.
- Spectator satisfaction was sky high: 97 per cent were positive about the overall experience and thought that hosting SailGP was a good thing for Plymouth
- Of the non-locals, 89 per cent of those interviewed stated they would recommend Plymouth as a holiday destination and 80 per cent were more likely to come back again to Britain's Ocean City as a result of attending.
- Global media coverage of the event was seen across 175 territories with a dedicated TV audience of 2.6 million
- 1,800 online press articles and 297 TV news segments featured the event in Plymouth

Youth Engagement

Inspire is SailGP's community, education and outreach initiative, that aims to leave a positive legacy and build a sustainable sport – by providing equal, life-changing opportunities and new career pathways for all.

In 2021 the Inspire programme included outdoor STEM sessions for schoolchildren in Tinside Lido, free sailing experiences for young people and people with disabilities, and an 'adopt-a-club' scheme where each of the eight teams paired with a local Plymouth sailing club or organisation. In total:

- 400 local children were engaged in STEM activities
- 600 young people from Plymouth were provided with sailing experiences, many for the first time. This included RYA Sailing courses and access to free club memberships
- 144 young people with disabilities took part in inclusive sailing experiences

We will again work with Sail GP and city partners to develop a bespoke engagement programme throughout 2022 to allow young people to:

- Experience sailing for the first time
- Learn through engaging and innovative STEM based modules
- Develop professional routes into the sport through internships, work experience and coaching
- Gain valuable life skills as well as knowledge about health, nutrition and the environment

Powered by Nature

SailGP is the first climate positive sports and entertainment property, going beyond a net zero carbon footprint in all business and event operations. To be climate positive, SailGP has both drastically reduced its carbon output and invests in projects to eliminate more than the remaining emissions, ultimately creating an environmental benefit.

SailGP aims to accelerate the transition to clean energy and be the most sustainable and purposedriven sports and entertainment property in the world.

Plymouth City Council has declared a Climate Emergency and is working towards making Plymouth carbon neutral by 2030. The Council produces a Climate Emergency Action Plan each year which takes a thematic approach to reducing carbon emissions across the whole city. These themes are: Power and Heat, Mobility, Buildings, Waste, and Engagement and Responsibility.

Key targets and aims are:

- Carbon neutral city by 2030
- To facilitate city wide conversations on achieving carbon neutrality
- To inspire rapid local action

Key Values:

- A city approach that supports national and global change
- Everyone plays their part
- No-one gets left behind

The Sail GP event provides an excellent opportunity for engaging with the city at individual and organisational level. It provides a platform for both awareness raising of the climate emergency as well as effecting real change in behaviours and perceptions.

In 2021 activity in Plymouth focussed on technology, sustainability and investing in clean energy. SailGP undertook the following:

- A partnership with the Ocean Conservation Trust to create: An immersive experience to bring the National Marine Park to life at the event and online; Guidelines for boaters to respect the marine environment; 360 footage of sound habitats on headsets at race village also online to download; Donation platform for habitat restoration.
- Use of B&G Biobase Mapping to verify the impact of sea grass regeneration across the National Marine Park.
- Carbon off-setting through One Carbon World with a view to locally offset in Plymouth in future years.
- Financial investment in Plymouth Energy Communities (PEC) energy advisory project plus general promotion of the work of PEC
- Raising awareness of Plymouth Boat Trips and Voyager Marine e-voyager Electric Ferry initiative in partnership with Plymouth University
- Provision of a key speaker for Plymouth's Marine Tech Expo on sustainable marine technology
- Support for the Ocean Conservation Trusts Ocean Ambassadors Training programme

In 2022 we will once again work with SailGP to identify key priorities to be supported through the event.

Links with the Council's overarching strategic objectives

The delivery of Sail GP plays directly into the vision and ambitions laid out in the Plymouth Visitor Plan 2020-2030:

Plymouth is Britain's Ocean City, famous for its Waterfront. We will be one of Europe's finest waterfront cities, celebrated for our unique and diverse marine life, culture and experiences. We will continue to be recognised as unique among UK cities for our natural drama and 500-year history as a place of embarkation and exploration.

Our waterfront and our culture are part of the DNA and 'urban spirit' of the city and have shaped our place and our people over generations and continue to do so today. That means we will deliver original experiences that visitors and local people alike will want to enjoy.

We will continue to use events, festivals, sport and significant celebration years to showcase what is distinctive about our city, project strong positive images to our target markets, attract new visitors and leverage further benefits for our city. We have already secured the British Art Show for 2021.

Tourism is one of the big success stories in Plymouth. Over the last decade tourism has seen visitor numbers and visitor spend each grow by over 20%. Over 5 million visitors make a trip to the city every year spending £347m. Today tourism employs over 8,000 people.

85% of visitors to Plymouth are on a day trip. To significantly improve the productivity of tourism and deliver a sustainable tourism sector for the future, we need to focus on growing the higher value markets. That means UK short breaks, international leisure visitors (building on the profile created through Mayflower 400), and business and conference tourism.

Plymouth needs more high quality, distinctive 'only here' products and experiences that provide a reason for visitors to choose our city for a short break or a business trip

In addition, Partners across the city created the UK's first ever National Marine Park in 2019 and the 'Park in the Sea' was awarded £9.5 million in 2021 from the National Lottery Heritage Fund Horizon Awards to fully develop the idea.

The National Marine Park aims to:

- Support the ongoing enhancement of our world class natural environment and heritage landscape
- Get the entire city and surrounding communities involved with the Sound
- Increase access to our heritage so everyone can enjoy the benefits
- Provide new employment opportunities and career pathways in sustainable future ocean jobs
- Position Plymouth as a UK top day-visitor destination
- Champion health and wellbeing with a new generation of engaged volunteers, communities and champions.
- Support the positive transition to net zero carbon by 2030.

With such a focus on clean energy and sustainability SailGP is the perfect event to align with the emerging National Marine Park priorities.

Economic Recovery

Underpinning the Visitor Plan is a major events strategy to encourage day and repeat visitors to the city. These events are characteristically one-off opportunities with national and international appeal that generate significant media coverage and have the potential to attract significant volumes of visitors.

A <u>report by Deloitte</u> into the economic impact of SailGP in 2021 has spelt out the direct financial benefits to the city:

- Gross expenditure of £8.9 million, including amount spent by spectators, event organisers and the teams.
- Total economic impact of £6.9 million
- Had it not been for COVID-19 limiting international visitor numbers and travel this economic benefit to Plymouth would have been closer to £10 million.

Positioning Plymouth globally also raises awareness of opportunities within the city for business investment as young, innovative and forward thinking city to do business in particular the marine industries will benefit from the opportunity.

Model of Operation

Sail GP will deliver the event as a 'turn-key package', taking full responsibility for all racing, technical and spectator aspects of the event. They will be supported by the Council's Events Team who will provide use of the Hoe premises licence, broker relationships with the emergency services and other key stakeholders as well as oversee traffic management and use of key event infrastructure.

Hosting the event for a second time provides an excellent opportunity to enact changes from lessons learned, particularly around the use of the Hoe and surrounding areas for race viewing and hospitality.

Plymouth City Council will work collaboratively with Sail GP to create a bespoke marketing, communications and engagement plan which will include an announcement of the event as a key part of the National Marine Park plans.

Financial Implications

In order to keep the costs to a minimum and therefore make our bid as competitive as possible we have taken a city-wide partnership approach. Many organisations have pledged support, space and services in kind.

In the event that any of these partner organisations are not able to provide what has been pledged, Plymouth City Council would be required to find alternative solutions, which may entail further costs. These would be met by the Economic Development budget. However, given the hugely positive feedback following the 2021 event we believe we will be able to secure more, not less support, and our partnerships are stronger than ever.

In addition, it would not be unusual for an event of the scale and complexity of Sail GP to require further investment at the eleventh hour in order to ensure professional quality and safe event delivery. For example, if the terror threat was to increase we would need to fund additional security. This is the same with all Plymouth City Council major events including Armed Forces Day and the British Fireworks Championships. Again, these costs would be met by the Economic Development budget.

If the existing revenue budgets cannot contain the costs of hosting SailGP a contingency of £247k will be set aside as part of the 2022/23 budget process.

The other financial implications are set out in part 2 of the report.

Summary

We are requesting approval and commitment from Plymouth City Council to host the 2022 Great Britain Sail Grand Prix event as outlined above and in Part 2 of this Briefing Paper.

This event will be of significant benefit to the City, generating additional income for businesses, positioning Plymouth on global stage and giving the residents of Plymouth a spectacular event to attend in line with the Visitor and Corporate Plans.



The following relates to exempt or confidential matters (Para(s) 3 of Part 1, Schedule 12A of the Local Govt Act 1972). Any breach of confidentiality could prejudice the Council/person/body concerned & might amount to a breach of the councillors /employees codes of conduct.

Document is Restricted



CONTRACT AWARD REPORT PART I

2022 British Sail GP, PRN #244826267



I. INTRODUCTION

Sail GP is an annual global sailing championship. Teams compete across a season of multiple grands prix internationally in cities including San Francisco, New York and Sydney with the first season being held in 2019. The boats are identical F50 catamarans, the fastest and most technologically advanced racing boats ever built – they are engineered for racing at speeds exceeding 50 knots (60mph). The 2022 teams are: Great Britain (skipper: Ben Ainslie), USA, Australia, France, Japan, Spain, Denmark, New Zealand, Switzerland and Canada.

https://www.youtube.com/watch?v=rr7r42OX6CE

In Plymouth, the racing will take place in summer 2022 very close to the shoreline in Plymouth Sound, with practice sessions taking place the week prior. The race village and activity hub will be located on the Hoe with a mixture of hospitality and public free and ticketed areas with live commentary, screens and concessions to enhance the spectator experience. Amazing viewing will be plentiful across the entire waterfront area.

The technical area (similar to FI pit lanes) will have a longer period of occupation at Millbay on Clyde Quay and Trinity Pier where the race boats will be constructed and craned in and out of the water each day for servicing. The public will be able to get up close to view this unique and exciting process.

2. BACKGROUND

In 2021 Plymouth hosted the Great Britain Sail Grand Prix (SailGP) – an inshore 'stadium' sail racing event that is viewed as one of Plymouth's golden moments for economic impact, global positioning and spectator engagement. It has been referred to by many as "the best event Plymouth has ever done".

Sail GP is the fastest, most competitive sail racing in the world and shares a lot of the same DNA as Plymouth, leading the way in marine technology and sustainability. We began courting the race organisers when the concept was first announced and in 2020 won a competitive bidding process to host the UK event in 2021. Following the huge success of this event we entered another competitive bidding process to host it again in 2022. Despite fierce global competition our bid has been successful.

This provides a great opportunity for Plymouth City Council to build on the success of the 2021 event, placing Plymouth, Britain's Ocean City, firmly at pole position in the staging of major sailing events in the UK.

3. PROCUREMENT PROCESS

This is a Sole Supplier situation as we have won a competitive bidding process and F50 League LLC are the only providers of the Sail GP event.

4. PRE TENDER SELECTION CRITERIA

N/A

5. TENDER EVALUATION CRITERIA

N/A

6. SUMMARY OF EVALUATION

N/A

7. FINANCIAL IMPLICATIONS

The financial implications are set out in part 2 of the report.

8. **RECOMMENDATIONS**

To approve the contract award as outlined above

9. APPROVAL

AUTHOR:

Signature:	Alle
Print Name:	Victoria Allen
Date:	07.12.2021

AUTHORISED SIGNATORY:

	Amenica Ratey
Signature: .	
Print Name:	Amanda Ratsey
Position:	Head of Economy Enterprise and
Employment	

Date:

......07.12.2021.....



The following relates to exempt or confidential matters (Para(s) 3 of Part 1, Schedule 12A of the Local Govt Act 1972). Any breach of confidentiality could prejudice the Council/person/body concerned & might amount to a breach of the councillors /employees codes of conduct.

Document is Restricted



EQUALITY IMPACT ASSESSMENT

Economic Development



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief	The delivery of the 2022 Great Britain Sail Grand Prix event.
description of aims and objectives?	Sail GP is an annual global sailing championship. Teams compete across a season of multiple grands prix internationally in cities including San Francisco, New York and Sydney with the first season being held in 2019. The boats are identical F50 catamarans, the fastest and most technologically advanced racing boats ever built – they are engineered for racing at speeds exceeding 50 knots (60mph). The 2021 teams are: Great Britain (skipper: Ben Ainslie), USA, Australia, France, Japan, Spain, Denmark, Switzerland, Canada and New Zealand.
	In Plymouth, the racing will take in the summer 2022 very close to the shoreline in Plymouth Sound, with practice sessions taking place the week prior. The race village and activity hub will be located on the Hoe with a mixture of hospitality and public free and ticketed areas with live commentary, screens and concessions to enhance the spectator experience. Amazing viewing will be plentiful across the entire waterfront area.
	The technical area (similar to FI pit lanes) will have a longer period of occupation at Millbay on Clyde Quay and Trinity Pier where the race boats will be constructed and craned in and out of the water each day for servicing. The public will be able to get up close to view this unique and exciting process.
	There will be youth engagement and sustainability programmes underpinning the event throughout 2022.
	Within the Corporate Plan the event is squarely aligned with the key priorities of economic growth and a vibrant cultural offer.
Author	Victoria Allen
Department and service	Economic Development, Place Directorate
Date of assessment	07/12/2021

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age		No		
Disability		Access to race village on Plymouth Hoe	Ensure adequate parking facilities or alternative shuttle bus to enable people with disabilities to access the event.	July 2022 Victoria Allen
		Ability for young people with disabilities to engage with the participation programme	Explore working with sail- ability organisations alongside the youth engagement programme	March 2022 Victoria Allen
Faith/religion or belief		No		
Gender - including marriage, pregnancy and maternity		No		
Gender reassignment		No		
Race		Not explicitly but see note	Marketing campaign to make the event relevant to all communities and overcome perception that sailing is 'not for me'. Also relates to class/socio economic status.	Amanda Lee January 2022
Sexual orientation - including civil partnership		No		

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women.	None	

EQUALITY IMPACT ASSESSMENT Page 2 of 3

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Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents.	None	
Good relations between different communities (community cohesion)	None	
Human rights Please refer to guidance	None	

STAGE 4: PUBLICATION

Amanda Ratsey

Date 07/12/2022

Director, Assistant Director or Head of Service

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