

EQUALITY IMPACT ASSESSMENT

Economic Development



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	The Visitor Economy Business Plan 2021 to 2030 sits between the refreshed Plymouth Visitor Plan (a high level plan aimed at growing the City's visitor numbers, spend and jobs) and what will be suite of projects currently at various early stages delivering the Visitor Plan outcomes sought.
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Department and service	Economic Development
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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	<p>As indicated above, this Visitor Economy Business Plan does not go into the detail of projects which are all at early stages. It is therefore not possible to judge this still relatively high level plan on implications for particular protected characteristic groups.</p> <p>The plan does however specifically refer (see Section on quality schemes and accessibility) to the overall need for better access to websites, digital information and attractions. It goes on to reference such matters as ramps, assistance dogs, helping people with learning difficulties and other conditions.</p> <p>The approach therefore will be to appraise the Plan's projects as they evolve on these and matters and other aspects relevant to protected characteristic groups.</p>			
Disability	See above.			
Faith/religion or belief	See above.			

Gender - including marriage, pregnancy and maternity	See above.			
Gender reassignment	See above.			
Race	See above.			
Sexual orientation - including civil partnership	See above.			

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 by 2020.	As for protected character group impacts above, the approach will be to assess whether particular priorities can be positively addressed, or are at least not adversely affected, by projects identified in the plan as they evolve. It is however noted that the plan specifically refers to the need to address low pay and seasonal hours which will have a bearing on this priority.	As projects identified in the plan evolve.
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 by 2020.	See above.	As projects identified in the plan evolve.
Good relations between different communities (community cohesion)	See above.	As projects identified in the plan evolve.
Human rights Please refer to guidance	See above.	As projects identified in the plan evolve.

STAGE 4: PUBLICATION

Responsible Officer: David Draffan

Date 27th February 2020

Director, Assistant Director or Head of Service