

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?	Council support for Plymouth Growth Board's Inclusive Growth Charter and Chartermark
Author	Anna Peachey
Department and service	Place, Economic Development
Date of assessment	26 February 2020

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>The Inclusive Growth Charter is designed to be applied by to all businesses operating in Plymouth. It therefore applies to all employees and potential employees including people who are currently economically inactive or claiming out-of-work benefits.</p> <p>Inequality in the workforce is likely to particularly impact young people (below 25), particularly where they have fewer skills and less experience.</p>	There is no adverse impact. The Charter is designed to make practices more inclusive and address existing inequalities.	<p>Ensure that communications messages and mechanisms are suitable for all age groups and take into account where intersectional issues affect people – likely to be older and younger workers, people with health and disability issues and those with caring responsibilities.</p> <p>Also consider how some neighbourhoods may have predominantly older or younger residents.</p>	<p>The Charter is planned to launch in summer of 2020 so this is ongoing.</p> <p>Responsibility is with the secretariat of the Plymouth Growth Board's Inclusive Growth Group which sits in the sector support and investment team of Economic Development.</p>

	<p>The city has a high proportion of 20-24 year olds because of the student population and they are often also disadvantaged in the workplace through insecure, low paid and more physically demanding work.</p> <p>Age can also be an intersectional factor associated with caring responsibilities falling on particular age groups and health or disability related issues.</p>			
Disability	<p>As above. Inequality in the workforce and those seeking work, is likely to impact people with disabilities and health conditions.</p> <p>Intersectionality is often associated with age and sometimes with gender (health related benefits claimants of working age are more likely to be male).</p>	<p>No adverse impact is anticipated.</p> <p>The charter is particularly designed to support businesses to implement flexible working and the provision of reasonable adjustments, and workplace wellbeing activities and to recruit, develop and retain staff with protected characteristics. It also encourages publishing of disability pay gaps.</p>	<p>Ensure that communications messages and mechanisms are suitable for all abilities and take into account where intersectional issues affect people – such as claimants of health related benefits who are more likely to be older or working age males.</p> <p>This will also consider how carers are communicated with either directly or as intermediaries to reach people with disabilities and health related issues.</p>	As above
Faith/religion or belief	<p>Nationally, there is some evidence of discrimination towards some faith groups. This may be particularly associated with culture, dress codes and beliefs.</p> <p>There is some intersectionality with gender, particularly where</p>	<p>No adverse impact is anticipated.</p> <p>The charter is particularly designed to support businesses to be inclusive in recruitment, retention and development of employees.</p>	<p>Ensure that communications messages and mechanisms are neutral and inclusive in terms of faith, religion or belief with particular attention to cultural issues relating to gender.</p>	As above

	dress codes and culture are particular to men or women.	The charter also promotes flexible working and the provision of reasonable adjustments.		
Gender - including marriage, pregnancy and maternity	<p>Evidence of gender discrimination has been widespread for many years and includes pay, recruitment, advancement and sexual harassment.</p> <p>Evidence of gender discrimination is more explicit with publishing of gender pay gaps by many businesses.</p> <p>Discrimination is mainly against women but can also be against men in some professions.</p> <p>Intersectional discrimination often includes gender, particularly with age, race, religion, faith or belief and sexual orientation.</p>	<p>No adverse impact is anticipated.</p> <p>The charter is particularly designed to support businesses to be inclusive in recruitment, retention and development of employees and also encourages publishing of gender pay gaps by all businesses.</p> <p>The charter also promotes flexible working and the provision of reasonable adjustments which may be associated with women's health and intersectional issues such as faith related culture and beliefs.</p>	Ensure that communications messages and mechanisms are inclusive in terms of gender and accounts for intersectional issues.	<p>As above:</p> <p>The Charter is planned to launch in summer of 2020 so this is ongoing.</p> <p>Responsibility is with the secretariat of the Plymouth Growth Board's Inclusive Growth Group which sits in the sector support and investment team of Economic Development.</p>
Gender reassignment	Workplaces can make a big difference to people going through gender reassignment where 'being your whole self' at work is important.	<p>As with other characteristics, the promotion of inclusive practices in recruitment, retention and development is important as is workplace wellbeing.</p> <p>The charter also promotes the provision of reasonable adjustments. It is recognised that this will be different for each individual and their employment circumstances.</p>	Ensure that communications messages and mechanisms are inclusive.	As above
Race	Race data for Plymouth from the 2011 census is likely to be	No adverse impact is anticipated.	Ensure that communications messages and mechanisms	As above

	<p>out of date. Employee diversity is likely to have changed as a result of wider circumstances affecting migration.</p> <p>Nationally, there is evidence of a considerable BME pay gap and disproportionate reliance on insecure contracts.</p> <p>Intersectional issues are particularly related to faith, religion and belief, gender, sexual orientation and age.</p>	<p>The charter promotes inclusive practices in recruitment, retention and development and recommends that all businesses consider publishing their BME pay gap. A pledge is included to encourage secure contracts.</p>	<p>are inclusive. Where the workforce of a participant business has a high proportion of non English speakers, we will work with the employer to translate communications where appropriate.</p>	
Sexual orientation - including civil partnership	<p>There is evidence nationally and internationally to show that sexual orientation results in discrimination in recruitment, retention, development and sexual harassment practices. This can also be related to gender.</p> <p>There is evidence of an intersectional issue related to gay female employees who are shown to be particularly disadvantaged at work in these ways with an impact on gender pay gap.</p> <p>This is also more likely to affect young people. A survey by YouGov in 2018 showed that the number of 18-24 year olds identifying as bisexual rose from 2% in 2015 to 16% in 2019.</p>	<p>No adverse impact is anticipated although data shows that less than half feel able to be open about their sexual orientation and we are mindful of not drawing attention that isn't wanted.</p>	<p>Ensure that communications messages and mechanisms are inclusive and sensitive to those not wanting to draw attention to their sexuality.</p>	<p>As above:</p> <p>The Charter is planned to launch in summer of 2020 so this is ongoing.</p> <p>Responsibility is with the secretariat of the Plymouth Growth Board's Inclusive Growth Group which sits in the sector support and investment team of Economic Development.</p>

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.	<p>Yes. We will promote equality through promotion of take up and evidencing of the following Pledges:</p> <p>1.4 We have an organizational approach to minimizing or eliminating any “pay inequality” for groups with protected characteristics.</p> <p>1.6 We provide access to flexible working across the organisation to accommodate personal circumstances.</p> <p>4.1 We are proactive in attracting, recruiting, retaining and promoting people from diverse communities in our workplace and provide support and reasonable adjustments where required.</p> <p>5.1 We have a policy, procedure and investment programme for staff that offers routine feedback, performance reviews, career development and training.</p> <p>6.1 We support practical, vocational routes to career entry and progression that start with meaningful, paid placements and include apprenticeships.</p> <p>6.2 We raise aspirations of young people by working with schools, youth groups and parents to showcase the best of Plymouth’s jobs and careers. We inspire young people to be proactive in pursuing their chosen career.</p> <p>8.1 We commit to improving the health and wellbeing of our staff through delivery of a strategic objective for our organisation`.</p>	<p>As above:</p> <p>The Charter is planned to launch in summer of 2020 so this is ongoing.</p> <p>Responsibility is with the secretariat of the Plymouth Growth Board’s Inclusive Growth Group which sits in the sector support and investment team of Economic Development.</p>
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.	<p>There is no specific pledge on reporting hate crime. There is a pledge to provide support:</p> <p>4.1 We are proactive in attracting, recruiting, retaining and promoting people from diverse communities in our workplace and provide support and reasonable adjustments where required.</p>	As above
Good relations between different communities (community cohesion)	<p>The Charter promotes community cohesion by increasing inclusion in the economy, reducing inequalities associated with working hours, job insecurity and pay and also promotes engagement between businesses and communities</p> <p>7.1 Our staff regularly engage with the local community in ways that improve opportunities and employability, for example, through formal volunteering or offering pro bono support, etc.</p>	As above

Human rights Please refer to guidance	The Charter promotes fairness, freedom and respect throughout its pledges.	As above
---	--	----------

STAGE 4: PUBLICATION

Responsible Officer Matt Garrett	Date 28 February 2020
Strategic Director, Service Director or Head of Service	