

# EQUALITY IMPACT ASSESSMENT

Mayflower 400 Capital Projects



## STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

**What is being assessed - including a brief description of aims and objectives?**

Mayflower 400 is a far reaching programme of activities and investment on a transformational scale, and acts as a platform for an international commemoration of the remarkable relationship between our nations which began with the Pilgrims journey and the Mayflower in 1620.

The Mayflower programme of works includes an education strand which aspires to every child knowing the story of the Mayflower. The capital works will support the education programme by providing an engaging outdoor learning environment which runs alongside curriculum materials developed for the City's primary schools. Education packs have been produced by the Mayflower Trails Education Officer and will be available to all City primary schools and will be offered to groups for their use e.g. Plymouth Scouts.

Mayflower 400 comprises the following capital projects:

Mayflower Heritage Trails and Public Realm Programme (trails, public realm, monument, lighting and public art). The three historic trails will provide an opportunity for walking which will benefit health.

Refurbishment of Elizabethan House

Water Event Infrastructure – Public Address System

This EIA is being completed for the following decision:

That the Leader of the Council:

- Approves the introduction of two additional elements into the Mayflower 400 Capital budget which are monument lighting (£120,000) and memorial interpretation (£15,000) funded from the existing trails/monument/public realm capital allocation.
- Approve the virement of £776,296 from the trails/monument/public realm capital allocation trails to the Elizabethan House project.

**Author**

Catherine Arthurs, Strategic Projects Team Leader

<b>Department and service</b>	Strategic Projects Team, Finance
<b>Date of assessment</b>	11/08/20

## STAGE 2: EVIDENCE AND IMPACT

<b>Protected characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact</b> See <a href="#">guidance</a> on how to make judgement	<b>Actions</b>	<b>Timescale and who is responsible</b>
<b>Age</b>	<p>The ONS mid-year population estimates from 2019 are as follows:</p> <ul style="list-style-type: none"> <li>• 18 per cent of the population are aged 15 and under</li> <li>• 63.7 per cent of the population are aged 16-64</li> <li>• 18.2 per cent are aged over 65</li> <li>• 2.4 per cent of the population are aged 85 or older One in three people in our community is aged over 50. Volunteering opportunities have been cited as a key priority for older people. Mayflower 400 incorporates an extensive volunteer programme with a range of activities suitable for all interests.</li> </ul> <p>The volunteer programme has already targeted many older volunteers who have assisted</p>	<p>The volunteer programme is now being revised in view of Covid-19 restrictions and will now have a digital emphasis. The move to digital delivery may exclude older people who statistically are less likely to have access to digital technology.</p> <p>The main trail route is not fully accessible in all places which may exclude some people from accessing the trail.</p> <p>The trail routes have been carefully chosen to be accessible and access improvements have been undertaken after consultation with PADAN including installation of dropped kerbs, extra seating and alternative routes where it is not possible for the main route to be fully accessible.</p> <p>Where possible the design of the physical works and interpretation consider the needs of disabled people and refer to the Historic England Guidance.</p>	<p>Continue to ensure that the programme is accessible as possible given the move to online programme delivery.</p>	<p>Mayflower Trails Engagement Officer, September 2020</p>

	<p>with consultation and research activities.</p>	<p>With this in mind we feel that reasonable and appropriate mitigations are in place. We do not believe that the actions taken are discriminatory.</p>		
<p><b>Disability</b></p>	<p>According to the 2011 Census, 10 per cent of Plymouth residents reported having a long-term health problem or disability that limits their day-to-day activities a lot and has lasted, or is expected to last, at least 12 months. The England average was 8.3 per cent.</p> <p>In 2015/16 the rate of children with learning disabilities known to Plymouth schools was 28 per 1,000 pupils; a value lower than the England average (33.9 per 1,000).</p>	<p>People with physical disabilities will be unable to access all of the Mayflower 400 buildings.</p> <p>For example, the Elizabethan House is not fully accessible due to access restrictions inherent in the design of the 400 year old house (steps and narrow corridors).</p> <p>Where reasonable and proportionate particularly given the listed status of the historic houses and conservation area locations, the capital projects will be accessible. New interpretation will reflect the specific needs of the various disability groups.</p> <p>Where possible the design of the physical works and interpretation consider the needs of disabled people and refer to the Historic England Guidance.</p> <p>The trail routes have been carefully chosen to be accessible and access improvements have been undertaken after consultation with PADAN including installation of dropped kerbs, extra seating and alternative routes where it is not</p>	<p>Previously, we have provided for occasional wheelchair access into the garden for the Elizabethan House. Include information on how this is implemented.</p> <p>The trail routes are available digitally for people who are not able to physically walk the trail and this includes spoken word and large print to aid accessibility.</p>	<p>Mayflower Trails Engagement Officer and Elizabethan House Content Manager, September 2020</p>

		<p>possible for the main route to be fully accessible</p> <p>With this is mind we feel that reasonable and appropriate mitigations are in place. We do not believe that the actions taken are discriminatory.</p>		
<b>Faith/religion or belief</b>	<p>According to the 2011 census: Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917 people).</p> <p>32.9 per cent (84,326) of the Plymouth population stated they had no religion.</p> <p>Those with a Hindu, Buddhist, Jewish or Sikh religion combined totalled less than 1 per cent.</p> <p>Plymouth has a diversity of faith groups. Faith and religious groups are being involved in the wider Mayflower programme.</p> <p>The Mayflower narrative explores themes of religious differences and considers the modern day significance of this e.g. through interpretation and community and other activities.</p> <p>The design of the Prysten House public realm scheme has been carried out in conjunction with St Andrews Church and their volunteers have planted</p>	No adverse impacts.	N/A	N/A

	complementary planting in the adjacent church garden.			
<b>Gender - including marriage, pregnancy and maternity</b>	<p>Overall 50.2 per cent of our population are women and 49.8 per cent are men: this reflects the national figure of 50.7 per cent women and 49.3 per cent men.</p> <p>The proposed capital works are accessible to all. The Mayflower narratives include the story of the women and children who travelled on the Mayflower whose story has previously not been told.</p>	No adverse impacts	N/A	N/A.
<b>Gender reassignment</b>	<p>There are no official estimates for gender reassignment at either national or local level. However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIREs) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p> <p>It is estimated that there may be somewhere between 1,287 and 2,146 adults in the city that are experiencing some degree of gender variance.</p>	No adverse impacts	N/A	N/A

	There is gender neutral toilet provision in the Elizabethan house.			
<b>Race</b>	<p>According to the 2011 census: 92.9 per cent of Plymouth's population identify as White British.</p> <p>7.1 per cent identify as Black and Minority Ethnic (BAME) with White Other (2.7 per cent), Chinese (0.5 per cent) and Other Asian (0.5 per cent) the most common ethnic groups.</p> <p>Our recorded BAME population rose from 3 per cent in 2001 to 6.7 per cent in 2011, and therefore has more than doubled since the 2001 census.</p> <p>The census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three.</p> <p>Respect of differences and tolerances will be a key theme of the community engagement programme for the Mayflower projects. BME individuals and groups have been included in the Elizabethan House and Trails consultations.</p>	No adverse impacts	N/A	N/A

<b>Sexual orientation - including civil partnership</b>	<p>When looking to specifically profile LGBT+ issues in Plymouth there is very little local data to draw on.</p> <p>Nationally the proportion of people identifying as lesbian, gay or bisexual (LGB) has increased from 1.6% in 2014 to 2.2% in 2018.</p>	No adverse impact	N/A	N/A
---	--	-------------------	-----	-----

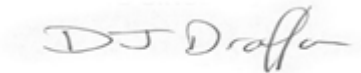
### STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
<b>We have set one overarching objective to celebrate diversity and ensure that Plymouth is a welcoming city.</b>	<p>The Mayflower Programme has a strong narrative around respect for difference and tolerance. The modern day relevance of the story of the Pilgrim Fathers and the assistance the Wampanoag Native American Tribe gave the new settlers will be fully explored through this project. Raising sensitive subjects could raise negative commentary and this will be considered in the activity planning. The need for training will be considered.</p>	<p>Up until 2021 and beyond as the legacy of Mayflower is expected to be felt long after 2021. The community engagement programme will include activities that relate to respect for difference and tolerance.</p>
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	<p>Mayflower 400 is expected to realise significant benefits to the city's economy and create new jobs. Investment in Plymouth's heritage is key to the realisation of these benefits, in order to create a visitor offer that draws in additional tourists and shows the city in the best possible light, exploiting the international attention attached to the Mayflower 400 commemoration. Mayflower 400 will showcase the city internationally, which will raise its profile as an attractive place to live, visit, and invest. This is an opportunity to position the City nationally and internationally at the heart of an internationally significant commemoration.</p> <p>Mayflower 400 will also provide local people with opportunities to volunteer in a wide range of activities and gain new transferable skills.</p>	

<p><b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b></p>	<p>The Mayflower Programme has a strong narrative around respect for difference and tolerance. The modern day relevance of the story of the Pilgrim Fathers and the assistance the Wampanoag Native American Tribe gave the new settlers will be fully explored through this project. Raising sensitive subjects could raise negative commentary and this will be considered in the activity planning. The need for training will be considered.</p>	<p>Up until 2021 and beyond as the legacy of Mayflower is expected to be felt long after 2021. The community engagement programme will include activities that relate to respect for difference and tolerance.</p>
<p><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></p>	<p>The Mayflower Programme has a strong narrative around respect for difference and tolerance. Given the sensitives around some of the topics explored staff have been provided with information on how to appropriately respond to hate crimes/ incidents. They have been made aware of the mechanisms in place to enable them to do so.</p>	
<p><b>Plymouth is a city where people from different backgrounds get along well.</b></p>	<p>The Mayflower Programme will put citizens at the heart of decision making, providing meaningful opportunities for residents to inform decisions about how resources are allocated, for example in the relation to public realm improvements. Citizens will also be mobilized to shape the celebration through a wide reaching engagement programme, promoting social inclusion and personal development by enabling community events, cultural activities and creating volunteering opportunities. The programme will reduce social inequality by generating additional employment opportunities and targeting resources in traditionally excluded communities ensuring that the Mayflower celebration involves the city as a whole. Health inequality will be addressed through investment made in public spaces, encouraging residents to engage in healthy leisure activities such as walking and leaving a legacy of wellbeing.</p>	<p>Up until 2021 and beyond as the legacy of Mayflower is expected to be felt long after 2021. The community engagement programme will include activities designed to bring communities together to engage with modern day Mayflower themes.</p>
<p><b>Human rights</b> Please refer to <a href="#">guidance</a></p>	<p>Accessing and understanding an accurate and comprehensive portrayal of their heritage and place in the world is a right of every citizen. This project will enable all residents of Plymouth to achieve an understanding of its history, increasing a sense of belonging and pride. With respect to modern day relevance, the project will be used to explore human rights including the Human Rights Act and Freedom of Conscience.</p>	<p>Up until 2021 and beyond as the legacy of Mayflower is expected to be felt long after 2021.</p>



**STAGE 4: PUBLICATION**



Date 19.08.20

Responsible Officer

---

Director, Assistant Director or Head of Service