

EQUALITY IMPACT ASSESSMENT

Economic Development



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<p>What is being assessed - including a brief description of aims and objectives?</p>	<p>A Business Case recommending that funding be made available to ascertain the feasibility of an Integrated Health Hub at Colin Campbell Court</p> <p>Objectives and outcomes of developing a Health Hub could include;</p> <ul style="list-style-type: none"> • Provision of a modern healthcare facility • To improve health and wellbeing outcomes for the local population • To reduce inequalities in health and wellbeing of the local population • To improve people's experience of care • To improve sustainability of the health and wellbeing system • To act as a catalyst for the wider redevelopment of Colin Campbell Court. • To increase business rates and footfall in the west end of the city centre. <p>The scope of this Equality Impact Assessment is for the delivery of the building and not the services contained within.</p>
<p>Author</p>	<p>Chris Duggan (Principal Surveyor)</p>
<p>Department and service</p>	<p>Economic Development, Strategic Projects</p>
<p>Date of assessment</p>	<p>26/11/19</p>

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact <i>See guidance on how to make judgement</i>	Actions	Timescale and who is responsible
<p>Age</p>	<p>Between 2017 and 2035, it is expected that the number of people aged over 65 with a limiting</p>	<p>The scheme is not anticipated to have any adverse impact on any age group.</p>	<p>The project is at feasibility stage at this time. The design team will consider persons of various age groups. The</p>	<p>The Design Team and Project Manager through the design stage and procurement stage.</p>


	<p>long- term illness will rise from 12,600 to 18,000.</p> <p>Nationally more than 70 per cent of over 70 year-olds and 40 per cent of over 50 year-olds have some form of hearing loss. There are an estimated 1.6 million people aged 65 and over living with sight loss in the UK (RNIB). Of these, one in five is aged 75 and over and one in two aged 90 and over.</p> <p>Falls are the most common cause of hospitalisation for people over 65 and the leading cause of death from injury among people aged over 75yrs (NHS). In Plymouth, 12,600 people over 65 were estimated to have had a fall in 2017 with 980 admitted to hospital as a result of a fall. The majority of these (795) were over 75yrs. This is estimated to increase to 1,466 by 2035 (POPPI).</p> <p>In 2017, 3,319 people over the age of 65yrs were estimated to be living with dementia in Plymouth. By 2035 it is estimated that this number will have risen to 5,373.</p>	<p>The health hub will have positive impacts on age groups with improved access to various health care facilities in one centralised and accessible location.</p>	<p>design and consideration of end users is critical as the scheme will be a health centre.</p>	
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Disability	<p>A total of 31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability (national figure 25.7 per cent of households), compared with the total number of people with disabilities in UK (11,600,000).</p> <p>1,297 adults registered with a GP in Plymouth have some form of learning disability (2013/14).</p> <p>The proportion of respondents with no health problem/disability agreeing that Plymouth is a great place to live was significantly higher than those who were limited a lot through a health problem/disability (78% compared with 64%).</p>	The scheme is not anticipated to have any adverse impact on persons with a disability.	The project is at feasibility stage at this time. The design team will consider persons with disabilities. The design and consideration of the requirements of end users is critical as the scheme will be a health centre.	The Design Team and Project Manager through the design stage and procurement stage
Faith/religion or belief	<p>Demographic</p> <p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917 people). 32.9 per cent (84,326) of the Plymouth population stated they had no religion. Those with a Hindu, Buddhist, Jewish or Sikh</p>	The scheme is not anticipated to have any adverse impact on persons with specific, faiths religions or belief	The project is at feasibility stage at this time.	The Design Team and Project Manager through the design stage and procurement stage

	<p>religion combined totalled less than 1 per cent. Islam: 0.8 per cent, (2,078 people) doubled from 0.4 per cent since 2001. Buddhism: 0.3 per cent, (881 people) increased from 0.2 per cent since 2001. Hinduism: 0.2 per cent, 567 people described their religion as Hindu, Judaism: 0.1 per cent, 168 people Sikhism: 89 people (less than 0.1 per cent), increased from 56 people since 2001. 0.5 per cent of the population had a current religion that was not Christianity, Islam, Buddhism, Hinduism, Judaism or Sikh, such as Paganism or Spiritualism.</p> <p>In Plymouth there has been a decrease in the number of reported faith/religion related hate crimes from 33 in 2016/17 down to 20 in 2017/18.</p>			
<p>Gender - including marriage, pregnancy and maternity</p>	<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>There were 2,815 births in 2016. Birth rate trends were</p>	<p>The scheme is not anticipated to have any adverse impact on gender, including marriage, pregnancy and maternity</p>	<p>The design of the building and will need to consider persons of different genders. As the project is a health hub it is critical to ensure that pregnancy and maternity is considered.</p>	<p>The Design Team and Project Manager through the design stage and procurement stage</p>

	<p>stable between 2013 and 2016 but have started to decline. The wards with the highest numbers of births are Devonport (268), St Peter and the Waterfront (219).</p>			
<p>Gender reassignment</p>	<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>By applying this to Plymouth's 16+ population, 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> <p>The Tavistock and Portman NHS Foundation Trust has seen an increase in the number of young people referred to our Gender Identity Development Service in 2017/18, compared to the previous year. In 2017/18 there were 2,519 referrals received at the clinic. This represents a 25 per cent increase compared to the previous year which had 2,016</p>	<p>The scheme is not anticipated to have any adverse impact on Gender Reassignment.</p>	<p>This will be monitored throughout the design of the buildings and services</p>	<p>The Design Team and Project Manager during the design and procurement stage</p>

	<p>referrals. While this is an increase in referrals, the rate of increase has decreased compared to the previous year from 2016/2017, which itself was a reduced rate from the year before.</p>			
<p>Race</p>	<p>92.9 per cent of Plymouth's population identify themselves as White British.</p> <p>7.1 per cent identify themselves as Black and Minority Ethnic (BME) 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 BME 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>Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three. Based on full year data for 2012-13, our Translate Plymouth services recorded that the most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin.</p> <p>Nearly 100 different languages are spoken in schools by children of different</p>	<p>The scheme is not anticipated to have any adverse impact on Race.</p>	<p>This will be monitored throughout the design of the buildings and services</p>	<p>The Design Team and Project Manager during the design and procurement stage</p>

	<p>backgrounds. Polish and Arabic are the most common, spoken by 385 and 143 children respectively.</p> <p>Four neighbourhoods have a population of school age children where 20 per cent or more are from a BME background. They are City Centre (38.0 per cent), Greenbank and University (32.3 per cent), Stonehouse (29.9 per cent) and East End (23.4 per cent). There are 2,204 of compulsory school age children (5 to 16 years old) that speak English as an additional other language (January 2016).</p> <p>The Ride has 13 recently refurbished permanent site pitches. We have three small private sites with a total of 4 pitches. In 2010, which was our peak year, we dealt with 44 unauthorised encampments in the city with over 200 children living on them.</p> <p>The 2011 Census records that there were 4328 people from the A8 and A2 Accession Countries resident in the City. Of these 2332 recorded their country of birth as Poland, with 57 per cent arriving between March 2006 and 2008.</p>			

<p>Sexual orientation - including civil partnership</p>	<p>Over the last five years, the proportion of the UK population identifying as lesbian, gay or bisexual (LGB) has increased from 1.5% in 2012 to 2.0% in 2017, although the latest figure is unchanged from 2016. In Plymouth this would mean that around 5,260 residents identify as LGB.</p> <p>In 2017, there were an estimated 1.1 million people aged 16 years and over identifying as LGB out of a UK population aged 16 years and over of 52.8 million.</p> <p>Males (2.3%) were more likely to identify as LGB than females (1.8%) in 2017.</p> <p>People aged 16 to 24 years were most likely to identify as LGB in 2017 (4.2%).</p>	<p>The scheme is not anticipated to have any adverse impact on Sexual orientation including civil partnerships.</p>	<p>This will be monitored throughout the design of the buildings and services</p>	<p>The Design Team and Project Manager during the design and procurement stage</p>
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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
<p>Reduce the gap in average hourly pay between men and women by 2020.</p>	<p>No Implications</p>	<p>N/A</p>
<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>	<p>No Implications</p>	<p>N/A</p>

Good relations between different communities (community cohesion)	No implications	N/A
Human rights Please refer to <u>guidance</u>	No Implications	N/A

STAGE 4: PUBLICATION

Responsible Officer Matthew

Date 4/3/20

Strategic Director, Service Director or Head of Service