

EQUALITY IMPACT ASSESSMENT

Brexit Risk - Scrutiny Recommendations



PLYMOUTH
CITY COUNCIL

STAGE I: What is being assessed and by whom?

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

Cabinet will agree the following recommendations based on a Brexit Risk update from the Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee.

Cabinet should ask government to:

- Lay out in detail what plans they have to mitigate the loss of EU funding to the city. (Proposal accepted)
- Detail the priorities they have for the marine and maritime research sectors post-Brexit, and what they will do to mitigate the loss of EU funding in the sector. (Proposal accepted)
- Explain why the government thinks that the South West fishing fleets will be adequately protected by fishery protection vessels (FPVs) that are based in Portsmouth. (Proposal amended)
- Encourage agricultural employers to improve the wage offer for agricultural labour so that it is more attractive career path for young people through the Heart of the South West Local Enterprise Partnership. (Proposal amended)

Cabinet should ensure: -

- That Plymouth City Council and our key suppliers review our business continuity arrangements against the negative impacts of Brexit as identified in the risk register, and have robust plans in place to mitigate service delivery interruption. (Proposal accepted with qualification)
- We consider the merits of reviewing large capital projects with contractors and the viability of making payments for the advance supply of goods before any tariff impacts are felt. (Proposal amended)
- We consider the budgetary impact of the identified risks on the Medium Term Financial Plan. (Proposal accepted)
- We continue to make a proactive offer to any foreign based businesses that may be

STAGE 1: What is being assessed and by whom?	
	<p>considering leaving the City due to Brexit impact. (Proposal accepted)</p> <ul style="list-style-type: none"> ▪ We are successfully locating and communicating with EU citizens in Plymouth who have not yet applied for settled status, and that; (Proposal accepted) ▪ A needs assessment is conducted to identify vulnerable EU citizens and the support we can offer to assist them to apply for settled status. (Proposal accepted with qualification) <p>Cabinet should: -</p> <ul style="list-style-type: none"> ▪ As far as reasonably practical, ensure Plymouth City Council is proactive in communicating Brexit information to the wider city to enable preparedness of organisations and businesses, and is positive where possible in its Brexit communications where opportunities have been identified. (Proposal accepted) ▪ Consider whether the resources already deployed to support business e.g. account managers are able to respond to all enquiries via a single contact number. (Proposal amended) ▪ Ensure that Plymouth City Council agrees a schedule to improve landing facilities at the fishing quay. (Proposal amended)
Responsible Officer	Kevin McKenzie
Department and Service	Policy and Intelligence
Date of Assessment	09/11/2020

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age		None anticipated		

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Disability	<p>A total of 31,164 people declared themselves as having a long-term health problem or disability in the 2011 Census.</p> <p>1,297 adults currently registered with a GP in Plymouth have some form of a Learning Disability (2013/14).</p>	None anticipated		
Faith, Religion or Belief	<p>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>	None anticipated		
Gender - including marriage, pregnancy and maternity	Overall 50.2 per cent of our population are women	None anticipated		

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Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	and 49.8 per cent are men.			
Gender Reassignment	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.	None anticipated		
Race	The racial composition of the City is changing and not all residents and visitors understand English.	There could be an adverse impact of EU residents who do not speak English as their first language.	We may need to consider translating any local advice that is relevant in to a community language.	Communications
Sexual Orientation -including Civil Partnership	On average, respondents were less satisfied with their life nowadays than the general population, scoring it 6.5 out of 10, compared with 7.7 for the general UK population. Trans men scored 5.1 and Trans women scored 5.5.	No impact anticipated		

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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?
Reduce the gap in average hourly pay between men and women by 2020.	No adverse impact – wages may decline for a variety of reasons but no expectation this will be a disproportionate impact.	No action required
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.	No adverse impact from the recommendations but Brexit may have had increased the incidence of hate crime rates against migrant communities.	This will be picked up through our Safer Communities Partnership - no specific action required
Good relations between different communities (community cohesion)	Brexit has deepened divisions between some communities of identity, the old and the young, migrants and residents those who support it and those who do not.	

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EIA.	Giles Perritt	Date	09/11/20

