

EQUALITY IMPACT ASSESSMENT

Equality and Diversity Review



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>Between September and November 2020 Human Resources & Organisational Development with support from the Policy and Intelligence Team undertook a review of our organisational practices on equality and diversity. This EIA assesses a report entitled 'Equality Review Update' which provides Cabinet with a summary of the findings</p> <p>As part of the review we held four equality workshops with representatives from the Senior Leadership Team themed around the four elements of the Equality Framework for Local Government. We shared equality and diversity surveys with employees, members and community partners. Conversations also happened across the organisation with the Chief Executive, Corporate Management Team, Senior Leadership Team and elected members.</p> <p>Specifically this EIA assesses the recommendations to Cabinet included within the paper which are the following:</p> <ul style="list-style-type: none"> ▪ Endorse the new draft Equality and Diversity Action Plan (2020 – 2021). ▪ Endorse the proposal to develop a corporate equality and diversity group.
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Department and service	Policy and Intelligence Advisor
Date of assessment	20 November 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	Community profile:	No adverse impact	No action required	N/A

	<ul style="list-style-type: none"> ▪ 18 per cent of the population are aged 15 and under ▪ 63 per cent of the population are aged 16-64 ▪ 18per cent are aged over 65 ▪ 2per cent of the population are aged 85 or older <p>Workforce profile:</p> <ul style="list-style-type: none"> ▪ 0.40 per cent of our workforce are aged between 16-19 ▪ 3.8 per cent of per cent of our workforce are aged between 20-24 ▪ 7 per cent of per cent of our workforce are aged between 25-29 ▪ 6.7 per cent of per cent of our workforce are aged between 30-34 ▪ 9.7 per cent of per cent of our workforce are aged between 35-39 ▪ 10.7 per cent of per cent of our workforce are aged 40 – 44 ▪ 13.8 per cent of per cent of our workforce are aged 44-49 			
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	<ul style="list-style-type: none"> ▪ 17.7 per cent of per cent of our workforce are aged 50-54 ▪ 16.2 per cent of per cent of our workforce are aged 55-59 ▪ 10.3 per cent of per cent of our workforce are aged 60-64 ▪ 3.4 per cent of per cent of our workforce are aged 65 and over 			
<p>Disability</p>	<p>Community profile:</p> <ul style="list-style-type: none"> ▪ According to the 2011 census 10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability. The England average was 8.3 per cent. ▪ The 2011 census also reported fewer Plymouth residents thought their health was 'good' or 'very good', compared to England. <p>Workforce profile:</p> <ul style="list-style-type: none"> ▪ 4 percent of our employees have declared that they have a disability (note that 45.48 per cent have not provided information). 	<p>No adverse impact</p>	<p>No action required</p>	<p>N/A</p>

Faith/religion or belief	<p>Community profile:</p> <ul style="list-style-type: none"> ▪ 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. <p>Those with a Hindu, Buddhist, Jewish or Sikh religion combined totalled less than 1 per cent.</p> <p>Workforce profile:</p> <ul style="list-style-type: none"> ▪ The majority of our employees identify their faith/belief as Christianity (30.14 per cent). ▪ Employees identifying their faith/belief as Jewish, Muslim, Sikh or 'Other' comprised less than 2 per cent of employees. 	No adverse impact	No action required	N/A
Gender - including marriage, pregnancy and maternity	<p>Community profile:</p> <ul style="list-style-type: none"> ▪ 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>Workforce profile:</p>	No adverse impact	No action required	N/A

	<ul style="list-style-type: none"> ▪ 37 per cent of our employees identified as male. ▪ 63 per cent of our employees identified as female. 			
Gender reassignment	<p>Community profile</p> <ul style="list-style-type: none"> ▪ 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. 	No adverse impact	No action required	N/A
Race	<p>Community profile:</p> <ul style="list-style-type: none"> ▪ According to the 2011 census: ▪ 92.9 per cent of Plymouth's population identify as White British. ▪ 7.1 per cent identify 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. 	No adverse impact	No action required	N/A

	<ul style="list-style-type: none"> ▪ The Black and Minority Ethnic (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. ▪ 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>Workforce profile:</p> <ul style="list-style-type: none"> ▪ Just over 5 per cent of our staff identify as BAME. 			
<p>Sexual orientation - including civil partnership</p>	<p>Community Profile</p> <ul style="list-style-type: none"> ▪ The 2011 census data does not include information about sexual orientation. ▪ 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 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>No adverse impact</p>	<p>No action required</p>	<p>N/A</p>

	<ul style="list-style-type: none"> ▪ Males (2.3%) were more likely to identify as LGB than females (1.8%) in 2017. ▪ People aged 16 to 24 years were most likely to identify as LGB in 2017 (4.2%). <p>Our workforce profile</p> <ul style="list-style-type: none"> ▪ Just over 2 per cent of our workforce identifies as either lesbian, gay or bisexual. 			
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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
We have set one overarching objective to celebrate diversity and ensure that Plymouth is a welcoming city.	We will publish and share with staff an organisational equality calendar which provides information on widely recognised awareness days and key religious and cultural occasions to help raise awareness and understanding of different cultures. The calendar will also set out how as an organisation we will respond to different awareness days and religious festivals.	January 2021
We have set specific objectives where we will work with our partners towards:		
Pay equality for women, and staff with disabilities in our workforce.	We will set a smart action plan for this equality objective.	March 2021 – June 2021
Supporting our workforce through the implementation of our People Strategy 2020 – 2024.	The equality and diversity training offer is being refreshed and additional learning and development opportunities will be provided for staff to deepen their understanding of equality and diversity and their cultural competencies.	Ongoing

Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	We will explore how to measure positive outcomes for victims of hate crime. We will set a smart action plan for this objective.	February 2021 – ongoing action March 2021 – June 2021
Plymouth is a city where people from different backgrounds get along well. relations between different communities (community cohesion)	We will publish our welcoming city/ community cohesion strategy and will also set a smart action plan for this objective.	Start March 2021 - February 2022
Human rights Please refer to guidance	No adverse impacts in relation to human rights are anticipated.	N/A

STAGE 4: PUBLICATION

Responsible Officer Kim Brown, Service Director Human Resources & Organisational Development Date 20th November 2020

Strategic Director, Service Director or Head of Service