

EQUALITY IMPACT ASSESSMENT

Economic Development – Initial National Marine Park Implementation 2021



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

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

PCC has received funding from HotSWLEP towards a first step in turning the NMP vision into reality.

The NMP is designed to sustain and nurture the marine environment, support the tourism sector, enhance health and well-being and deliver economic growth through a green recovery.

There are three elements to the project:

- Undertaking physical works to waterfront surfaces, steps and slipways and installation of Electric Vehicle (EV) boat charging points to improve key **access points** to the NMP;
- Creating **new facilities** on the Hoe Foreshore to increase the number of residents and visitors using the waters of the NMP;
- Supporting the delivery of **SailGP** (<https://sailgp.com/>) in July 2021 and future NMP events.

Element	Works
Access Points	Improve / repair access points, including EV charging points, at locations across the City's waterfront from the Tamar to the Plym
New Facilities	Install two swim rafts and associated services (winter storage, CCTV camera and comms etc.) at Tinside on the Hoe Foreshore
SailGP (+ future NMP events)	Install a MPLS network and supporting digital infrastructure compatible with a new PA system for the Hoe

This project is more than the sum of its parts. We are using capital investment to unlock the economic, social and environmental capital of the NMP. This is achieved by enabling everyone to access and engage

	with the NMP. This physical infrastructure also complements the high quality digital infrastructure to create and support future opportunities for sustainable, green development. In parallel to this, we have secured funding from the Transforming Cities Fund to invest in EV charging points (including electric boats) to deliver additional environmental capital investment.
Author	Paul Vann
Department and service	Economic Development
Date of assessment	17 th December 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 average age in Plymouth (39.0 yrs.) is about the same as the rest of England (39.3 yrs.), but less than the South West (41.6yrs).</p> <p>Of the 16 SW authorities we have the third lowest % of older people (75), the sixth highest % of working age people and the fifth highest % of children and young people (under 18).</p> <p>Under 18s account for 19.8% of our population within this 17.5 % are under 16. As of March 2013, there are estimated to be 479 (6.9 %) young people aged between 16 and 18 who are NEET.</p> <p>The proportion of the working age population (16-64) is higher (66.1%) than regionally (62.8%) and nationally (64.7%).</p>	No adverse impacts anticipated	None	N/A
Disability	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).	No adverse impacts anticipated	The proposed development will be completed in accordance with statutory approval processes and will be fully compliant with the latest version of the	Delivered in the course of development and then ongoing – Land & Property

			<p>Disability Discrimination Act and provisions on design and access requirements and the latest Equality Act.</p> <p>Requirements will be monitored as part of asset management regime and any further works carried out as legislation/best practice dictates.</p>	
Faith/religion or belief	<ul style="list-style-type: none"> Christianity: 148,917 people (58.1 %), decreased from 73.6 % since 2001. Islam: 2,078 people (0.8 %), doubled from 0.4 % since 2001. Buddhism: 881 people (0.3 %), increased from 0.2 % since 2001. Hinduism: 567 people (0.2 %) described their religion as Hindu, increased from 0.1 % since 2001. Judaism: 168 people (0.1 %), decreased from 181 people since 2001. Sikhism: 89 people (less than 0.1 %), increased from 56 people since 2001. <p>84,326 (32.9%) % of the Plymouth population stated they had no religion.</p>	No adverse impacts anticipated	None	N/A
Gender - including marriage, pregnancy and maternity	<p>Overall 50.6 % of our population are women and 49.4 % are men: this reflects the national figure of 50.8 % women and 49.2 % men.</p> <p>There were 3,280 births in 2011. Birth-rate trends have been on the increase since 2001, but since 2010 the number of births has stabilised.</p> <p>Of those aged 16 and over, 90,765 people (42.9%) are married. 5,190 (2.5 %) are separated and still legally married or legally in a same-sex civil partnership.</p>	No adverse impacts anticipated	None	N/A

	<p>In Plymouth in 2014 average hourly earnings for women (£10.00) were 93 % of average hourly male earnings (£11.82).</p> <p>In Plymouth in 2005, women working full time earned only 81 % of average hourly fulltime male earnings. By 2010 this gap had closed and women were earning 90 %. In 2014 the gap had slightly widened. Across the South West region in 2014 women working full-time only earn 86 % of average full-time hourly male earnings, and for the UK as a whole the figure is 90%.</p>			
Gender reassignment	<p>It is estimated that there may be 10,000 transgender people in the UK. There were 26 referrals from Plymouth made to the Newton Abbott clinic, in 2013/14. The average age for presentation for reassignment of male-to-females is 40-49. For female-to-male the age group is 20-29.</p>	No adverse impacts anticipated	None	N/A
Race	<p>92.9% of Plymouth's population identify themselves as White British. 7.1% identify themselves as Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common ethnic groups. Our recorded BME population rose from 3% in 2001 to 6.7% 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.</p> <p>Four neighbourhoods have a population of school age children where 20% or more are from a BME background. They are City Centre (38%), Greenbank and University (32.3 %), Stonehouse (29.9%) and East End (23.4%). There are 1867 school children (over 5 years old) that speak English as an additional other language.</p> <p>The 2001 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 % arriving between March 2006 and 2008.</p>	No adverse impacts anticipated	None	N/A
Sexual orientation - including civil partnership	<p>There is no precise local data on numbers of Lesbian, Gay and Bi-sexual (LGB) people in Plymouth, but nationally the government have estimated this to be between 5 – 7% and Stonewall agree with this estimation given in 2005. This would mean that for</p>	No adverse impacts anticipated	None	N/A

	Plymouth the figure is approximately 12,500 to 17,500 people aged over 16 in Plymouth are LGB.			
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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.	The provision of new employment accommodation will assist in providing more job opportunities for all and contribute to reducing the inequality gap across the City.	Once completed, the development is expected to be let within 12 months – Land & Property
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.	None	N/A
Good relations between different communities (community cohesion)	None	N/A
Human rights Please refer to guidance	As above: Things that make the biggest difference to people's lives should get priority when deciding where resources go - Positive impact for all groups as the development is expected to promote economic and employment growth and deliver long term revenue, protecting and increasing the budget available to support front line services.	Ongoing – Land & Property

STAGE 4: PUBLICATION

Responsible Officer: *Amanda Ratsey*, Head of Economy, Enterprise and Employment

Date

17th December 2020

Strategic Director, Service Director or Head of Service