

## APPENDIX B: EQUALITY IMPACT ASSESSMENT

PWP BID Renewal, Economic Development



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

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

A paper going to Cabinet on 9 March considers the operation of the Plymouth Waterfront Business Improvement District (BID) and sets out how Plymouth City Council will provide support for the Plymouth Waterfront Partnership (PWP) to deliver its plan for a wide range of activities under the proposed Business Voice, Vibrant Tourist Attraction, Environmental Excellence and Creating the Waterfront of Tomorrow themes.

The report makes the following recommendations to Cabinet which are assessed by this EIA.

1. Endorse the principles and overall approach of the draft Waterfront Business Plan 2022-2027.
2. Note the City Council's existing and new commitments to secure financial, match and in kind contributions and continued commitment to support the Waterfront BID at existing levels through the proposed BID Contract for the provision of services within the Waterfront Business Improvement District area.
3. Authorises the Chief Executive to instruct a Ballot Holder to undertake a ballot of appropriate businesses within the Waterfront Business Improvement District area, at the Council's cost.
4. Delegate to the Strategic Director for Place authority to vote on behalf of the City Council in the Waterfront Business Improvement District ballot.
5. Delegate to the Strategic Director for Place authority to approve the Waterfront Business District Contract provided that it accords with the general principles set out in the report.
6. Invite the Brexit, Infrastructure and Legislative Change OSC to consider the Business Improvement District proposals and requests the Committee to insert into their work programme a review of the Business Improvement District proposals and Business Plan with a view to making a recommendation to the City Council regarding exercising its power of veto.

**Author**

Paul Vann, Economic Development Officer

**Department and service**

Economic Development

<b>Date of assessment</b>	25 February 2021
---------------------------	------------------

## 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 average age in Plymouth (39 years) is about the same as the rest of England (39.3 years) but less than the South West (41.6 years).</p> <p>ONS projects a rise in the percentage of the Plymouth 65+ population from 17.9 per cent in 2016 to 22.7 per cent by 2034. An ageing population suggests an increasing need for care and support services and also an increasing burden placed on the working age population (Plymouth Plan, 2019).</p>	No adverse impact anticipated.	Not applicable.	Not applicable.
<b>Disability</b>	<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 11.6m (2011 Census).</p> <p>10 per cent of our population have their day-to-day activities limited a lot by a long-term</p>	There are no specific adverse impacts anticipated from these proposals. However, disability access issues do arise periodically.	PWP can, does and will continue to provide a useful route to addressing issues with relevant businesses/ owners in the Waterfront area. This avenue can also be used to raise awareness of the different barriers that people with disabilities.	Economic Development

	<p>health problem or disability (2011 Census).</p> <p>National evidence suggests: A substantially higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled.</p>			
<p><b>Faith/religion or belief</b></p>	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917).</p> <p>32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim was just under 1 per cent while the Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p> <p>Data shows that 32.9 per cent of the Plymouth population stated they had no religion.</p> <p>Hindu, Buddhist, Jewish and Sikh combined totalled less than 1 per cent.</p> <p>0.5 per cent of the population had a current religion that was not Christian, Islam,</p>	<p>No adverse impact anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

	Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.			
<b>Gender - including marriage, pregnancy and maternity</b>	50.2 per cent of our population are women and 49.8 per cent are men.	No adverse impact anticipated.	Not applicable.	Not applicable.
<b>Gender reassignment</b>	There are no official estimates for gender reassignment at either national or local level. However, in a study founded by the Home Office, the Gender Identity Research and Education Society (GIRES) estimates 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 anticipated.	Not applicable.	Not applicable.
<b>Race</b>	<p>92.9 per cent of Plymouth's population identify as White British.</p> <p>7.1 per cent identify as Black, Asian or 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>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>Plymouth is a refugee dispersal location under the</p>	<p>No adverse impact anticipated.</p> <p>There are a large number of restaurants included within the bid district many with BAME owners.</p> <p>The area is also likely to be visited by visitors from outside of the UK.</p>	Marketing materials need to be inclusive and translatable if required.	Economic Development

	Vulnerable Persons Resettlement Scheme			
<b>Sexual orientation - including civil partnership</b>	There is no precise local data on sexual orientation in Plymouth, but based on the ONS Annual Population Survey 2017 estimates, approximately 1.7 per cent of the UK population is lesbian, gay or bi-sexual (LGB) .	No adverse impact anticipated.	Not applicable.	Not applicable.

### 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>	The BID proactively enables: <ul style="list-style-type: none"> <li>▪ a diverse range of individuals, communities and partners to find common purpose and collectively help solve local and global issues.</li> <li>▪ A range of outdoor events that attract and engage diverse audiences from across the city and beyond, sparking new conversations, ideas, perspectives and innovations.</li> <li>▪ social capital to be built based on mutual respect and trust.</li> </ul>	Not applicable.
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No implications.	Not applicable.
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	No implications.	Not applicable.
<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>	Hate crime does not appear to be a particular issue in the Waterfront area. However, supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes would be actions in respect of any hate crime arising in the Waterfront area, as elsewhere in the City.  'Safe Places' in the Waterfront area are indicated by a window sticker showing commitment to the scheme.	Not applicable.

<b>Plymouth is a city where people from different backgrounds get along well.</b>	It is expected that the wide ranging activities supported by PWP will support good relations between Plymouth’s communities.	Not applicable.
<b>Human rights</b> Please refer to <a href="#">guidance</a>	Not applicable.	Not applicable.

**STAGE 4: PUBLICATION**

Responsible Officer

David Draffan

Date

26 February 2021