

EQUALITY IMPACT ASSESSMENT
Economic Development (Plymouth Culture)



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	Culture Plan 2021-2030 - the document sets out our strategic vision for culture, priority areas of work and an implementation plan designed to create the conditions for culture to flourish in Plymouth. This Plan is closely aligned to other city strategies including the Plymouth Plan, Visitor Plan, Plan for Sport and Low Carbon action plan.
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Department and service	Economic Development, Plymouth Culture
Date of assessment	5 February 2021

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	The Culture Plan does not outline specific projects in this high level document so it is not possible to assess the impact on groups with protected characteristics. However, the Plan has a strong emphasis on inclusive, accessible culture that is representative of our communities and will therefore need to appraise each project as it develops.			
Disability	As above			
Faith/religion or belief	As above			

Gender - including marriage, pregnancy and maternity	As above			
Gender reassignment	As above			
Race	As above			
Sexual orientation - including civil partnership	As above			

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 Culture Plan is a high level document and does not outline specific projects at this stage. The Plan is centred around people and planet and the ambition to create a fairer, greener more equitable sector and city. Therefore, these areas will be given careful consideration in the development of projects to ensure they are positively contributing to resolving/improving these issues.	Project-by-project basis
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.	As above	Project-by-project basis

Good relations between different communities (community cohesion)	As above	Project-by-project basis
Human rights Please refer to guidance	As above	Project-by-project basis

STAGE 4: PUBLICATION

Hannah Harris

Date 8 February 2021

CEO, Plymouth Culture