

# EQUALITY IMPACT ASSESSMENT

Community Empowerment Programme: Working together for a Fairer, Greener, Healthier Plymouth



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

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

This report aims to update Cabinet on how we are going to work with individuals, communities and organisations to make Plymouth a Fairer, Greener and Healthier City. Our Engagement Framework and Empowerment Action Plan sets out how we will work in partnership with others and our priorities for action.

The report recognises that effective and accessible engagement is key to facilitating communities to be more involved in the decisions which affect them. The report also sets out the proposed organisational approach to engagement.

The report makes the following recommendations:

- Cabinet to endorse the Council's renewed approach to engagement and the principles that will be set out within it.
- Cabinet to approve the Community Empowerment Action Plan 2021.

To inform the development of the engagement framework principles we identified relevant stakeholders to consult with both internally and externally. We recognise that this may not be representative of all views held across the city.

We engaged with the following stakeholders:

- Consultation and initial scoping exercise with Cabinet Member for Housing and Co-operative Development.
- Three two-hour engagement workshops which were attended by 30 different representatives of voluntary and community sector organisations.
- Attendance at an informal Scrutiny Management Board meeting to enable members to offer insight into how they see their role in the context of engagement.
- Engagement with business representatives from the Spend 4 Plymouth group to gain insight from the business community.
- Attendance at a Trauma Informed Network subgroup to ensure that our engagement approach is sensitive to the needs of our residents.

	<ul style="list-style-type: none"> <li>• Collaborative working with colleagues within the Community Empowerment Programme.</li> </ul> <p>As a Council we are committed to discharging our Public Sector Equality Duty. We value the views of everyone who lives, works, studies and volunteers in the city and we want to ensure that everyone is treated with respect, has equal opportunity to have their voice heard and get involved, is listened to and feels that their contributions are valued.</p> <p>We are committed to engaging with people from different backgrounds to ensure that participation through our engagement activities reflects the diversity of our residents and the different viewpoints held in the city. This will require us to engage differently with different communities which might include communities of identity, interest or geography.</p> <p>Our toolkit will include guidance for staff on how to ensure that those groups who are ‘seldom heard’ are captured within our engagement activities. It will also set out the different things employees should consider to ensure that engagement is accessible to ensure that engagement and consultation is representative of the diversity of our city.</p> <p>The strands of work set out within the broader programme will help us move closer to our ambition of achieving ‘Excellence’ on the Equality Framework for Local Government (EFLG) as the programme works towards meeting the outcomes within the ‘Understanding and working with communities’ module within EFLG.</p> <p>Individual elements of the programme will follow the usual EIA process in line with our policy.</p>
<b>Author</b>	Laura Hill, Policy and Intelligence Advisor
<b>Department and service</b>	Policy and Intelligence Team
<b>Date of assessment</b>	22/02/2020

## STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See <a href="#">guidance</a> on how to make judgement	Actions	Timescale and who is responsible
<b>Age</b>	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).	Older people are statistically less likely to have access to the internet and digital devices. If all consultation/ engagement activity were to be delivered	We will raise awareness of digital exclusion by signposting to relevant resources such as the Digital Inclusion project	Policy and Intelligence Team  Individual services are responsible for ensuring that

	<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> <p>Older people are less likely to use modern technology than younger people, which can also impact upon social isolation as well as being a potential barrier in the workplace. Over 90 per cent of men and 81 per cent of women use the internet frequently at aged 50 but this drops to a third of men and 14 per cent of women by age 80 (GEO, 2016).</p> <p>In 2018/19, 65–74 year olds are the age group most likely to volunteer formally on a regular basis: More than one quarter (28%) volunteered at least once a month while more than a third (39%) volunteered at least once a year (NCVO, 2020).</p> <p>In 2018/19, about one-fifth (21%) of 16–24 year olds volunteered regularly for a</p>	<p>electronically there is a risk that this age demographic may be excluded.</p>	<p>and organisations such as Age UK within the engagement toolkit.</p>	<p>their engagement activities are accessible.</p>
--	---	--	--	--

	<p>group or organisations (NCVO, 2020).</p> <p>These numbers may not reflect any changes to volunteering trends which have resulted from COVID-19.</p>			
<p><b>Disability</b></p>	<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 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>Disabled people also are significantly less likely to live in households with access to the internet than non-disabled people.</p>	<p>People with disabilities face a number of barriers to participation in public life. For example, they may require information in different formats such as ‘easy read’, large print or brail etc. Buildings which are being used for engagement activities must also be accessible for wheelchair users and people who require hearing loops etc.</p>	<p>To raise awareness of the different barriers that people with disabilities face we will ensure that the engagement toolkit includes references to accessibility and in particular information formats and venue accessibility such as hearing loops and lifts etc.</p> <p>We will ensure that to build community resilience we target communications to people who require specific help, for example advice on employment and finance, including people with long-term health conditions or disabilities. We will start by including reference to this within our engagement toolkit.</p>	<p>Policy and Intelligence Team.</p> <p>Individual services are responsible for ensuring that their engagement activities are accessible.</p>

	<p>Nationally, in the year ending March 2018, for both types of volunteering (formal and informal), the proportions of disabled and non-disabled people who had participated were similar.</p> <p>These numbers may not reflect any changes to volunteering trends which have resulted from COVID-19.</p>			
<p><b>Faith/religion or belief</b></p>	<p>Christianity is the biggest faith in the city with more than 58% 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 Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p> <p>0.5 per cent of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p>	<p>No adverse impact anticipated.</p>	<p>To ensure cultural and religious awareness when carrying out engagement activities we will include guidance within the engagement tool kit. This will include reference to for example, existing faith channels along with guidance on the timing of events.</p>	<p>Policy and Intelligence Team.</p> <p>Individual services are responsible for ensuring that their engagement activities are accessible.</p>

<b>Gender - including marriage, pregnancy and maternity</b>	<p>50.2 per cent of our population are women and 49.8 per cent are men.</p> <p>Women were more likely than men to have formally volunteered at least once in the last year (37% vs 34%) however levels of regular volunteering are similar (22% vs 21%) (NCVO 2020).</p>	No adverse impact anticipated.	<p>To raise awareness of the different barriers that people face we will ensure that the engagement toolkit includes references to the location and timings of meeting to ensure that are accessible as possible to people with children or caring responsibilities.</p> <p>We also need to ensure that engagement activities are representative of the local community.</p>	NA
<b>Gender reassignment</b>	<p>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) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p>	No adverse impact anticipated.	<p>To ensure that different voices are heard within our engagement process we will raise awareness of the different barriers that people face.</p> <p>We will ensure that the engagement toolkit includes references to the different organisations in Plymouth who are useful channels for communicating messages.</p>	Not applicable.
<b>Race</b>	<p>92.9 per cent of Plymouth's population identify themselves as White British.</p> <p>7.1 per cent identify themselves as Black, Asian or Minority Ethnic (BAME) with White</p>	People who do not speak English or who speak English as an additional language may need information interpreted/translated where relevant.	We will raise awareness of the importance of interpretation translation when carrying out engagement within our toolkit.	Policy and Intelligence Team Individual services are responsible for ensuring that their engagement activities are accessible.

	<p>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 Vulnerable Persons Resettlement Scheme.</p>		<p>We will also explore the importance of ensuring that engaging is representative and inclusive of local communities.</p>	
<b>Sexual orientation - including civil partnership</b>	<p>There are no official estimates for sexual orientation at a local level. 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 bisexual (LGB) . This would mean that there are approximately 3,649 LGB people in the city (Plymouth Report, 2019).</p>	<p>No adverse impacts anticipated.</p>	<p>To ensure that different voices are heard within our engagement process we will raise awareness of the different barriers that people face.</p> <p>We will ensure that the engagement toolkit includes references to the different organisations in Plymouth who are useful channels for communicating messages.</p>	<p>Not applicable.</p>

**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
<p><b>We have set one overarching objective to celebrate diversity and ensure that Plymouth is a welcoming city.</b></p>	<p>Effective and meaningful engagement with residents, communities and businesses are key to improving participation and involvement and ensuring that Plymouth is a welcoming city for everyone. Effective engagement will also help to ensure that everyone has an opportunity to have their voice heard regardless of their background. This may include organising/attendance at</p>	<p>Not applicable.</p>

	community events to build and maintain relationships and to celebrate the diversity in the city.	
<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>	Community Empowerment is about cultural change within the City Council, sharing good practice and developing skills to enable staff to work effectively with communities. We anticipate that there will be a workforce development programme led by a community of practice, supporting departments to understand the equality and engagement principles and how to work with communities to co-design and deliver services.	Community Empowerment Programme Board and Human Resources and Organisational Development.
<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>	No implications.	Not applicable.
<b>Plymouth is a city where people from different backgrounds get along well.</b>	Effective and meaningful engagement with residents, communities and businesses are key to improving participation and involvement, not only with the Council and other lead agencies, but between residents and communities themselves. We are keen to involve our residents and encourage participation in public life to make Plymouth a fairer city where everyone feels welcome and empowered to do their bit.	Not applicable.
<b>Human rights</b> Please refer to <a href="#">guidance</a>	The following human rights are relevant: <ul style="list-style-type: none"> <li>▪ Freedom of thought, conscience and religion</li> <li>▪ freedom to express your beliefs</li> <li>▪ freedom of expression</li> <li>▪ freedom of assembly and association</li> </ul> <p>We will be mindful of the need to appropriately deal with unacceptable or discriminatory comments from consultation/ engagement activities to ensure</p>	Policy and Intelligence Team



	<p>we are facilitating a safe environment for staff and communities when carrying out consultation.</p> <p>We will include appropriate guidance on this within our engagement toolkit.</p>	
--	--	--

**STAGE 4: PUBLICATION**

<p>Responsible Officer <i>C. Arcole</i></p> <hr/> <p>Strategic Director, Service Director or Head of Service</p>	<p>Date</p> <p>25 February 2021</p>
--	-------------------------------------