

EQUALITY IMPACT ASSESSMENT

Land & Property: Economic Development: Place



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	Direct development of an underutilised PCC owned site as part of the Council's Asset Investment Program to promote economic and employment growth, secure other associated benefits and provide a long term income stream.
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Department and service	Land & Property: Economic Development
Date of assessment	26 October 2018

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 years) is about the same as the rest of England (39.3 years), but less than the SW (41.6yrs).</p> <p>The city has the third lowest percentage of older people (75), and the fifth highest percentage of children and young people (under 18) of the 16 SW authorities.</p> <p>Children and young people (CYP) under-18 account for 19.8% of the population.</p>	No adverse impacts anticipated	n/a	n/a

Disability	Accessibility through Equalities Act – Landlord responsibilities	No adverse impacts anticipated	The proposed development will be completed in accordance with current Building Regulations and statutory approvals and as such will be fully compliant with the latest version of the Disability Discrimination Act and provisions on design access requirements and the latest Equality Act. Requirements will be monitored as part of asset management regime and any further works carried out as legislation/best practice dictates.	Delivered in the course of development and then ongoing – Land & Property
Faith/religion or belief	Christian - 148,917 people (58.1%), decreased from 73.6% since 2001. 32.9% of the Plymouth population stated they had no religion. Those with a Hindi, Buddhist, Jewish or Sikh religion combined totalled less than 1%.	No adverse impacts anticipated	n/a	n/a
Gender - including marriage, pregnancy and maternity	Overall 50.6% of our population are women and 49.4% are men; this reflects the national figure of 50.8%	No adverse impacts anticipated	n/a	n/a

	<p>women and 49.2% men.</p> <p>There were 3280 births in 2011. Birthrate trends have been on the increase since 20015, but since 2010 the number of births has stabilised. Areas with highest numbers of births include Stonehouse (142), Whitleigh (137) and Devonport (137).</p> <p>Of those aged 16 and over 90,765 (42.9%) people are married. 5,190 (2.5%) are separated and still legally married or legally in a same-sex civil partnership.</p>			
Gender reassignment	<p>It is estimated that there may be 10,000 transgender people in the UK.</p> <p>There were 26 referrals from Plymouth made to the Newton Abbott clinic, the nearest clinic, in 2013/14 to February 6.</p>	No adverse impacts anticipated	n/a	n/a
Race	<p>92.9% of Plymouth's population identify themselves as White British.</p> <p>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.</p>	No adverse impacts anticipated	n/a	n/a

	Our recorded BME population rose from 3% in 2001 to 6.7% in 2011 therefore has more than doubled since the 2001 census			
Sexual orientation - including civil partnership	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 Plymouth the figure is approximately 12,500 – 17,500 people aged over 16 in Plymouth are LGB.	No adverse impacts anticipated	n/a	n/a

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 inequality gap, particularly in health between communities.	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
Good relations between different communities (community cohesion)	n/a	
Human rights Please refer to guidance	n/a	
Principles of fairness 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	Ongoing – Land & Property

	employment growth and deliver long term revenue, protecting and increasing the budget available to support front line services.	
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STAGE 4: PUBLICATION

Responsible Officer: James Watt, Head of Land & Property

Date 26 October 2018

Director, Assistant Director or Head of Service