

EQUALITY IMPACT ASSESSMENT

City Deal – South Yard MIPC



PLYMOUTH
CITY COUNCIL

STAGE 1: What is being assessed and by whom?

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

Development of a Marine Industries Production Campus at South Yard currently part of the RN Dockyard in Plymouth. The aim is to redevelop 7.5 ha of land for industrial and commercial activities with a focus on promoting the marine and advanced manufacturing sectors. Once complete the site will create 1200 jobs. The Marine Industries Production Campus is the flagship project in the Plymouth and South West Peninsula City Deal Programme which also includes a Growth Hub to support businesses and a Youth Deal to improve employability and skills of young people.

Given the scale of the development at South Yard the completed scheme will be of benefit to the whole of Plymouth and the south west peninsula in terms of jobs created, private sector investment and supply chain opportunities for local businesses. South Yard is situated in the neighbourhood of Devonport to the west of Plymouth City Centre. Therefore, the scheme will be of particular benefit to residents living in Devonport and surrounding neighbourhoods which are closest to South Yard. Unemployment and deprivation levels are higher in this part of the City than Plymouth as a whole.

Recent public consultations in Devonport and with businesses identified strong support for the scheme particularly with the prospect of creating 1200 jobs

Responsible Officer

Mark Turner

Department and Service

Place/Economic Development

Date of Assessment

27th November 2014

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	<p>Plymouth as a whole has a similar population profile to that of England with exception of the 16-24 year old age group where Plymouth has significantly more than England. This is due in part to the higher student population in the City.</p> <p>The proportion of older people living in Plymouth (45+) is consistent with the national profile. A quarter of the Plymouth population is in the 45-64 age bracket indicating that a lot more people will reach retirement age in the next twenty years.</p> <p>The Devonport population profile is similar to Plymouth particularly in respect to</p>	<p>Plymouth along with the England faces a problem of an aging population with an increasing proportion of the population either retired or close to retirement. Employers will need to be increasingly flexible when recruiting older people</p> <p>It has been recognised that Plymouth struggles to retain graduates. It will be important for Plymouth to retain graduates to ensure local employers have a good supply of skilled people</p> <p>At a local level the demographic profile in Devonport indicates there is likely to be significantly more young</p>	<p>There will be ongoing consultation, monitoring and evaluation as this is a long term project and will be delivered at different stages and therefore will be constantly reviewed.</p> <p>Consultation has been undertaken and already influenced and determined the specific nature of how this programme of work is developed i.e. increase in job opportunities for the local community.</p> <p>As well as overall programme evaluation, the plans relating to each plan within the overall Programme Plan will be monitored and depending upon the nature of each of these plans will be subject to appropriate and specific</p>	<p>Start in next six months as part of planning for first phase of the project</p>

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	<p>young adults. The latest neighbourhood profile for Devonport (2014) neighbourhood shows there are more young adults (20-29) in Devonport than other adult working age groups. However, it is likely that there will be higher numbers of younger parents in this age group than the City average as there is a higher percentage of young children in Devonport.</p> <p>There are fewer older retired people living in Devonport than the Plymouth profile</p>	<p>adults of working age with young children in Devonport than the wider Plymouth population. This may impact on working age population accessing job opportunities</p>	<p>public consultation. Regular reports outlining the ongoing progress will be presented to the South Yard Project Board and Growth Plymouth Panel. Will follow our corporate recruitment and retention policies and procedures. Where we commission we will ensure that this is built into the contract agreement to ensure there is no discrimination based upon Age. An example of the detail that will reviewed is the provision of childcare opportunities in area.</p>		
Disability	<p>The Devonport Census profile (2011) indicates that there are significantly higher numbers of 16 to</p>	<p>High levels of sickness and incapacity in the surrounding neighbourhood will</p>	<p>As above Ensure new buildings in first phase of development are DDA</p>	<p>Built into detailed planning application in next six months</p>	

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	64 year olds 'whose activities are limited a lot' in Devonport (7.9%) compared to Plymouth (4.7%). The Devonport Area Profile indicates that in 2013 there were 20% of adults claiming Incapacity Benefit and Employment Support Allowance compared to the Plymouth average 8.2	impact on ability of local residents to access jobs often this will be the result of mental health issues associated with long term unemployment.	compliant and reasonable adjustments will be made as appropriate		
Faith, Religion or Belief	The Devonport Census Profile (2011) indicates that the predominant religion is Christianity (50%). There are traces of other religions most notably Muslim at 1%. This is consistent with the Plymouth profile	None at this stage	As above in Age	N/A	
Gender - including marriage, pregnancy and maternity	The Devonport Area Profile (2104) indicates there are slightly more men than women in Devonport 51.6% as opposed to 48.4%. The	Nationally there are lower numbers of women entering professions in manufacturing and engineering.	As above in Age Ensure recruitment policies particularly apprenticeships encourage women to	Within the next year working with Plymouth City Council Economic Development team, local training providers and employers.	

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	Plymouth Census Profile (2011) is a 50:50 gender split. The Devonport Census Profile (2011) indicates that household characteristics are broadly similar to Plymouth the profile		consider opportunities in manufacturing science based roles. The Skills and Employability Strategy commissioned by Plymouth Growth Board has certain actions which will seek to address the gender gap in engineering and manufacturing careers.		
Gender Reassignment	None at this moment	None identified	As above in Age	N/A	
Race	The Devonport Census Profile (2011) indicates 94.8% white population compared to 96.1% for Plymouth. Of the 5.2% Black and Minority Ethnic Groups in Devonport Black British is the largest contingent at 1% A proportion of the BAME community will be recent	No significant impact at this stage There is a potential for an emphasis on local recruitment to disadvantage these groups.	As above in Age Ensure that we monitor take up of skills development programmes etc to ensure that recruitment to skills development programmes reflect the make up of the local population.	N/A	


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	migrants, e.g. EU accession or Refugees.			
Sexual Orientation -including Civil Partnership	The Devonport Census Profile (2011) indicated there were 4 same sex Civil Partnership Households in Devonport	No significant impact at this stage	As above in Age	N/A

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken	
Local Priorities	Implications
Reduce the inequality gap, particularly in health between communities.	Significant inequality gaps as evidenced by the Index of Multiple Deprivation (2010) in western parts of Plymouth particularly Devonport and Stonehouse with pockets in the 3% most deprived in the country. As indicated above the health of the local population is significantly worse than Plymouth and national averages *
Good relations between different communities (community cohesion).	No implications at this stage
Human Rights	Article 14 of Human Rights Act states that - people have the right not to be treated differently because of their race, religion, sex, political views or any other

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>status and therefore the right to receive Equal Treatment and prohibit discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>We are committed to ensuring that everyone is treated fairly and human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p>	

STAGE 4: The Principles of Fairness	
Principles	Comment
People should be able to access opportunity whatever their circumstances	Working with agencies such as Job Centre Plus and local employers to ensure everyone has access to opportunities
The city should give priority to those in greatest need when it allocates resources	High quality jobs created in area of high unemployment and deprivation
Things that make the biggest difference to people's lives should get priority when deciding where resources go	Provision of jobs has been the top priority in successive council surveys on resource allocation
The way things are done in the city matters just as much as what is done	Public consultations and local stakeholder engagement have already taken place on the sorts of jobs and activities that will take place in South Yard. This process will continue. Models of MIPC governance need to be developed and resident inclusion will be considered
Unfairness which takes time to remove needs policies for the long term	The programme will provide a sustainable source of employment in the long term which will help address deprivation and inequality in the local area.
Preventing inequalities is more effective than trying to eliminate them	Provision of well paid jobs in parts of the city that have high inequalities and lack

of access to good jobs will help this	
See above on consultations	Services should be provided 'with' people, not 'for' them
South Yard is a long term regeneration project. It will require a skilled force for generations to come. Other parts of the City Deal programme are targeting young people to encourage them to take up opportunities in advanced manufacturing sectors. Focused attempts by local agencies and employers to recruit locally in construction and implementation phases will be implemented	The needs of future and current generations should be balanced when making decisions.

STAGE 4: Publication		
Director, Assistant Director/Head of Service approving EIA.		
Date	05.12.2013	