

# EQUALITY IMPACT ASSESSMENT

Project Title: Plymouth Natural Grid

Environmental Planning



**PLYMOUTH**  
CITY COUNCIL

## STAGE I: What is being assessed and by whom?

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

A partnership between Plymouth City Council, The National Trust and Real Ideas Organisation, the Natural Grid is a proposal for funding from the [Green Recovery Challenge Round 2](#). It aims to deliver a cross-city nature restoration and enhancement project, connecting wildlife sites from inner city to wider landscape – aligning with the Lawton principles ‘bigger, better and more joined up’, supporting access to natural spaces and climate proofing and employment in the sector.

We submitted the £1.2m bid in May and have now been informed that we have been successful in the application with permission to start granted in September 2021 and the project and funding running until the end March 2023.

### **Aims of Plymouth’s Natural Grid**

Plymouth’s Natural Grid aims to catalyse an urban nature renaissance that supports economic prosperity and addresses social inequalities. The project will springboard the city’s recovery through a programme of work across a grid of nature-protected and connected sites by:

- improving 390ha of land for people and wildlife, including rewilding and nature conservation/restoration, access and interpretation
- providing 22 new jobs including apprenticeships and Kickstart placements, focusing on young people not in employment, education or training
- supporting short-term accredited learning opportunities for 95 young people
- providing 4 on-site nature engagement weeks in our more deprived urban areas, connecting 1000 people with nature on their doorstep, and raising awareness of learning

<b>STAGE 1: What is being assessed and by whom?</b>	
	<p>and employment opportunities.</p> <p>The Natural Grid (NG) proposal has been informed by evidence gathered in the <a href="#">Plymouth Open Space Assessment 2017</a> and is part of the city's wider strategy to ensure high quality wildlife-rich space for all our residents that deliver vital natural services – embedded in our Climate Emergency Response, Joint Local Plan and Covid Recovery Plan. Our ambition can be seen <a href="#">here</a>.</p>
Responsible Officer	Chris Avent
Department and Service	Green Estate, Environmental Planning, Strategic Planning & Infrastructure
Date of Assessment	06/10/2021

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
Age	It is anticipated that the project will be open to all age groups. There would be a requirement for young children to be supported by an adult. We will actively engage families and schools	No adverse impact, all age groups will have the opportunity and will be actively encouraged to be involved.	N/A	N/A
Disability	Access to monitoring forms and networks that are developed will	No adverse impact of the project. The project will be accessible to all	N/A	N/A

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
	conform to the requirements of the Equality Act and recommended guidelines for users with a disability.  Improvements will comply with the Equality Act and recommended guidelines for users with a disability	abilities.		
Faith, Religion or Belief	Christian: 58.1% Islam: 0.8% Buddhism: 0.3% Hinduism: 0.2% Judaism: 0.1% Sikhism: <0.1% No religion: 32.9%	No adverse impact  The project will be accessible to all faiths, religions and beliefs.	N/A	N/A
Gender - including marriage, pregnancy and maternity	Overall 50.6% of our population are women; this reflects the national figure of 50.8%.  There will be no gender barrier to being involved in this project.	No adverse impact, there will be no barriers to involvement based on gender.	N/A	N/A

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
Gender Reassignment	Access to being involved in the project will not be limited by gender reassignment.	No adverse impact, there will be no barriers to involvement based on gender reassignment.	N/A	N/A
Race	White (all): 96.1% Mixed (all): 1.3% Asian (all): 1.5% Black (all): 0.7% Other: 0.4%  The project will be open to all to participate regardless of race.	No adverse impact, the project will be open to all to participate regardless of race.	N/A	N/A
Sexual Orientation -including Civil Partnership	The project will be open to all to participate regardless of sexual orientation.	No adverse impact, the project will be open to all to participate regardless of sexual orientation.	N/A	N/A

<b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b>		
<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
Reduce the inequality gap,	The project is a city wide provision and will provide	This work will commence in October 2021 and will be

<b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b>		
<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
particularly in health between communities.	enhancements on public spaces with free open access for all and improvements will actively enhance the surrounding environment for all.	delivered by the Green Estate Team.
Good relations between different communities (community cohesion).	The project will require input from all user-groups and both design and enhancements will involve as many community members as possible	This work will commence in October 2021 and will be delivered by the Green Estate Team.
Human Rights	<p>This service recognises Article 14 of Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>All staff and service users will be treated fairly and that their human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p>	N/A

<b>STAGE 4: The Principles of Fairness</b>	
<b>Principles</b>	<b>Comment</b>
People should be able to access opportunity whatever their circumstances	The use and enjoyment of the spaces improved by the PNG are open to all.
The city should give priority to those in greatest need when it allocates resources	The project will be open to all and will give equal weight to the information provided to it by all members of society. Improvements will take into account the needs of all users and promote equality of access.
Things that make the biggest difference to people's lives should get priority when deciding where resources go	The project will ensure that the people of Plymouth will have access to high quality natural spaces and play benefitting from the associated health and social benefits

The way things are done in the city matters just as much as what is done	The project will actively provide opportunity for local stakeholders to contribute to the design of sites.
Unfairness which takes time to remove needs policies for the long term	Access to and enjoyment of all sites is open to all and is fair for all.
Preventing inequalities is more effective than trying to eliminate them	The project will work on the premise of preventing inequality within communities by providing opportunity for all to be involved.
Services should be provided 'with' people, not 'for' them	Input from the community will be vital in the delivery of this project in order to ensure the play improvements meet their needs.
The needs of future and current generations should be balanced when making decisions.	Improvements will use robust and sustainable material to ensure longevity of works for the enjoyment of current and future generations.

**STAGE 4: Publication**

Head of Service approving EqIA.

Kat Deeney

Date

06.10.2021