

APPENDIX B: EQUALITY IMPACT ASSESSMENT

OUR COMMITMENT TO EQUALITY AND DIVERSITY

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s):	Laura Hill	Department and service:	Policy and Intelligence Team	Date of assessment:	21/02/22
Lead Officer:	Service Director for Human Resources and Organisational Development	Signature:	Giles Perritt, Assistant Chief Executive (Approved via email)	Approval date:	01/03/22
Overview:	This paper sets out the progress that the Council has made towards meeting its Public Sector Equality Duty and promoting equality in 2021. The paper acknowledges that there has been progress towards meeting the outcomes set out in the Equality and Diversity Action Plan (2020-21). It also acknowledges that further work is required for equality and diversity to be fully mainstreamed across the Council. The paper includes an updated Equality and Diversity Action Plan for 2022/23 to enable equality and diversity to be further embedded across the Council				
Decision required:	The paper is going to Cabinet on 8 March 2022. Cabinet is asked to: <ul style="list-style-type: none"> ▪ Note the progress made by the Council towards mainstreaming equality and diversity within the Council. ▪ Endorse the updated Equality and Diversity Action Plan for 2022/23. 				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	✓
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	✓

Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes		No	✓
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The Equality and Diversity Action Plan 22/23 sets out a number of actions that the Council will take to further mainstream equality and diversity across the Council and continue to deliver its Public Sector Equality Duty. No adverse impacts from the delivery of the action plan are anticipated.			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	The average age in Plymouth (39 years) is about the same as the rest of England (40 years) but less than the South West (44 years).	No adverse impact is anticipated.	Not applicable.	Not applicable.
Disability	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).	No adverse impact is anticipated.	Not applicable.	Not applicable.
Gender reassignment	There are no official estimates for gender reassignment at either national or local level. However, in a study funded 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.	No adverse impact is anticipated.	Not applicable.	Not applicable.

Marriage and civil partnership	<p>There were 234,795 marriages in England and Wales in 2018.</p> <p>In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of which 7,208 were registered in England and 358 were registered in Wales.</p> <p>There were 785 civil partnerships formed between same-sex couples in England and Wales in 2020, of which 745 were registered in England and 40 were registered in Wales.</p>	No adverse impact is anticipated.	Not applicable.	Not applicable.
Pregnancy and maternity	<p>There were 640,370 live births in England and Wales in 2019, a decrease of 2.5 per cent since 2018. The mid-year 2019 population estimates show that there were 2,590 births in Plymouth.</p> <p>The total fertility rate (TFR) for England and Wales decreased from 1.70 children per woman in 2018 to 1.65 children per woman in 2019.</p>	No adverse impact is anticipated.	Not applicable.	Not applicable.
Race	<p>92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic. Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three.</p>	No adverse impact is anticipated.	Not applicable.	Not applicable.
Religion or belief	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p>	No adverse impact is anticipated.	Not applicable.	Not applicable.

	Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).			
Sex	50.2 per cent of our population are women and 49.8 per cent are men.	No adverse impact is anticipated.	Not applicable.	Not applicable.
Sexual orientation	Data based on the ONS Annual Population Survey 2017 estimates, approximately 1.7 per cent of the UK population is lesbian, gay or bisexual (LGB). There is no precise local data on sexual orientation in Plymouth.	No adverse impact is anticipated.	Not applicable.	Not applicable.

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
If your proposal may impact on the Council's ability to ensure human rights, please specify the relevant article in the boxes below – add more rows if required. Only complete this section if it is relevant to your decision. If it is not relevant, please type 'not applicable'.	No adverse impact on human rights is anticipated.	Not applicable	Not applicable

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	The delivery of the Equality and Diversity Action Plan 22/23 will celebrate diversity	Not applicable	Not applicable

	and will help to ensure that Plymouth is a welcoming city.		
Pay equality for women, and staff with disabilities in our workforce.	The delivery of the Equality and Diversity Action Plan 22/23 will allow us to continue to promote pay equality for women and employees with disabilities within our workforce.	Not applicable	Not applicable
Supporting our workforce through the implementation of our People Strategy 2020 – 2024	The delivery of the Equality and Diversity Action Plan 22/23 will support the implementation of the People Strategy.	Not applicable	Not applicable
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	The delivery of the Equality and Diversity Action Plan 22/23 will raise awareness of the importance of hate crime reporting.	Not applicable	Not applicable
Plymouth is a city where people from different backgrounds get along well.	The delivery of the Equality and Diversity Action Plan 22/23 will help to promote cohesion within the city.	Not applicable	Not applicable