

EQUALITY IMPACT ASSESSMENT

Relocation of CYPF Services from Midland House to Ballard House



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>It is proposed that staff and services currently delivered from Midland House be relocated to Ballard House. The milestone date for relocation is December 2022 with all CYPF service activity, including customer contact to be accommodated at Ballard House.</p> <p>Consultation with service users and advocacy networks will commence in December 2021 with representatives of those impacted engaged in detailed design workshops. Consultation and engagement events will be consulted multiple channels to ensure accessibility for all.</p>
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Department and service	Transformation, Customer & Corporate Services
Date of assessment	4 November 2021

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	<p>Demographic information for the wider community (summary equality profile 2021)</p> <ul style="list-style-type: none"> The average age in Plymouth (38.6 years) is below the England average (40 years), and the South West (44.1 years). Children and young people (CYP) under 18 account for 20 	<p>No adverse impacts are anticipated. Until implementation potential adverse impacts are not known for certain</p> <p>New facilities provided will match existing facilities as a minimum.</p> <p>Location may be of consideration for service users accompanied Children as Ballard House is</p>	<p>Consultation via working groups and end user led detailed design workshops with service users and advocacy networks to understand whether an additional 161 metres walk is tolerable.</p> <p>Engagement with parents of young children and the</p>	<p>Dec 2021</p> <p>Transformation Project Manager</p>

	<p>per cent of our population, with 18 per cent being under 16.</p> <ul style="list-style-type: none"> Between 2020 and 2035, it is expected that the number of people aged over 65 with a limiting long- term illness will rise from 13,100 to 17,500. <p>The project will affect service users and visitors to Midland House of all ages. As CYPF support families and young people, some of these visitors may be under the age of 16.</p>	<p>served by public transport which requires users to alight and embark public transport at either Western Approach or Walkabout. Moving the service adds approximately 161 metres additional walk for service users.</p>	<p>relevant voluntary and community sector advocacy and support networks to understand whether there are any issues along the walk in terms of accessibility for prams or strollers. Also to consider the securing and storage of buggies when parents are accessing the service.</p>	
<p>Disability</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), (2011 Census).</p> <ul style="list-style-type: none"> 10 per cent of our population have their day-today activities limited a lot by a long-term health problem or disability (2011 Census) <p>The total number of people with a current or work limiting disability in employment stood at 26,400 for the period to September 2020.</p> <p>Findings from consultation with disability advocacy and support networks (PADAN, Access Able) to be included to ensure</p>	<p>Location may be of consideration for service users with mobility issues as Ballard House is served by public transport which requires users to alight and embark public transport at either Western Approach or Walkabout.</p> <p>Moving the service adds approximately 161 metres to this walk. The furthest bus route is 643 metres from Ballard House.</p> <p>Carers or people with caring responsibilities may be impacted by the changes. Young carers who have S.E.N.D may struggle with understanding how to get to the new location</p>	<p>Full building accessibility audit recommended at detailed planning stage.</p> <p>Consultation and engagement with service users</p> <p>Ensure adequate disabled parking for service users</p> <p>Consult with local disability networks relating to public transport links and walking journeys to understand the least impactful journey by public transport. Also to consider layout and signage in and around the building and the use of supported travel planning and easy to understand maps to locate the service ahead of the service moving.</p>	<p>Commence Dec 2021 Transformation Project Manager</p>

	accessibility to the building in modified plans		<p>Provision of hearing loops and allocated storage or wheelchairs and/ or mobility aids</p> <p>Plans for the customer facing area include provision of a disabled rest room for service users. Consideration will be given to whether changing facilities are required for disabled adults with incontinence issues.</p> <p>Service users who are emotionally distressed or have mental health issues may require a space suitable to be able to decompress. This will considered in the space planning.</p> <p>Consideration will be given to whether changing facilities are required for disabled adults with incontinence issues.</p>	
Religion or belief	<p>Demographic information for the wider community</p> <ul style="list-style-type: none"> • Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917 people). • 32.9 per cent (84,326) of the Plymouth population stated they had no religion. • Those with a Hindu, Buddhist, Jewish or Sikh 	<p>No adverse impacts are anticipated.</p> <p>There will be access to multiple bookable spaces in the customer facing area and it is recommended that as required service users be given access to a private space for prayer/ reflection.</p>	Not applicable	Not applicable

	<p>religion combined totalled less than 1 per cent.</p> <ul style="list-style-type: none"> • Islam: 0.8 per cent, (2,078 people) doubled from 0.4 per cent since 2001. • Buddhism: 0.3 per cent, (881 people) increased from 0.2 per cent since 2001. • Hinduism: 0.2 per cent, 567 people described their religion as Hindu. • Judaism: 0.1 per cent, 168 people • Sikhism: 89 people (less than 0.1 per cent), increased from 56 people since 2001. • 0.5 per cent of the population had a current religion that was not Christianity, Islam, Buddhism, Hinduism, Judaism or Sikh, such as Paganism or Spiritualism. 			
<p>Sex - including marriage, pregnancy and maternity</p>	<p>Overall 50.3 per cent of our population are female and 49.7 per cent are male: this reflects the national figure of 50.6 per cent females and 49.4 per cent males (ONS MYE 2019).</p> <p>The change of office location may impact parents and carers of young children and expectant mothers</p>	<p>As previously stated Midland House is a 4 minute walk from Royal Parade and Ballard House is a 7 minute walk from Western Approach.</p> <p>The longer walk time may have a minor impact on pregnant individuals that identify as female.</p> <p>A single restroom is included in plans for the CYPF customer facing area. This will include baby changing facilities.</p>	<p>Consult with experts to understand the impact, if any on a slightly extended walk on those who are pregnant or new parents. This may make attending appointments slightly more difficult for parents and disproportionately impact females.</p> <p>Ensure that restroom facilities include a baby change station and bins for</p>	<p>Transformation Project Manager to engage and consult with staff and service users commencing January 2021</p>

		Meeting rooms have been provided for CYPF in the Ground Floor East area of Ballard House. With the correct furnishings these could double for these could double as a baby feeding area.	the safe disposal of soiled nappies. Consider adding privacy screen or blinds to at least one room and a low level seat so that there is provision for nursing parents.	
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. The change of office location for some staff will not have any impact on gender reassignment	No adverse impacts are anticipated.	Not applicable	Not applicable
Race	93% of Plymouth Residents are White British Our ethnic minority communities are very diverse. The Polish, Chinese and Kurdish communities are amongst the largest. The change of office location for service users will not have any impact on race although Plymouth has a growing BAME	No adverse impacts are anticipated. Communication and language requirements	Not applicable Raise awareness of translation services and ensure that signage an	Not applicable

	population and is an asylum seeker dispersal area		resources accommodate service users needs	
Sexual orientation - including civil partnership	There is no citywide data informing sexual orientation of residents The change of office location for some staff will not have any impact on sexual orientation	No adverse impacts are anticipated.	Not applicable	Not applicable

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
Celebrate diversity and ensure that Plymouth is a welcoming city.	No implications	Not applicable
Pay equality for women, and staff with disabilities in our workforce.	No implications	Not applicable
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	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.	No implications	Engagement with Hate Crime experts to establish whether there is an increased risk of hate crime and support required once customer facing activities are moved to Ballard House
Plymouth is a city where people from different backgrounds get along well.	No implications The City Council is committed to tackling unfair discrimination and HR policies and frameworks such as Equality and Diversity policies are compliant with the Equalities Act	Not applicable

Human rights Please refer to guidance	No adverse impacts on the Council’s ability to protect and champion human rights are anticipated.	To be reviewed throughout implementation
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STAGE 4: PUBLICATION

Responsible Officer Andy Ralphs, Strategic Director of Customer & Corporate Services

Date 12/11/2021

Strategic Director, Service Director or Head of Service