

EQUALITY IMPACT ASSESSMENT TEMPLATE AND GUIDANCE

Policy and Intelligence Team



PLYMOUTH
CITY COUNCIL

EQUALITY IMPACT ASSESSMENT TEMPLATE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s):	Andrew Broadhead, MRICS, Estates Surveyor	Department and service:	Land & Property, Economic Development, Place	Date of assessment:	30/05/2022
Lead Officer:	James Watt MRICS	Signature:		Approval date:	01/06/2022
Overview:	This EIA assesses the decision to grant a new lease of 6 – 7 Derrys Cross, Plymouth City Centre that forms part of the City Centre ground lease portfolio.				
Decision required:	<p>It is recommended that the Leader of the Council approves the following in respect of the lease of 8 – 9 Derrys Cross:</p> <ol style="list-style-type: none"> I. The granting of new 199-year lease terms as set out in the Part II confidential report. 				

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	X
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
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	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	No anticipated adverse impacts due to the nature of the decision being taken – the granting of a new ground lease of a City Centre commercial property			

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	There were 234,795 marriages in England and Wales in 2018. 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. 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.	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.</p> <p>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> <p>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).</p>	No adverse impact is anticipated	Not applicable	Not applicable
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	<p>There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth.</p> <p>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).</p>	No adverse impact is anticipated	Not applicable	Not applicable
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	There are no anticipated adverse impacts on Human Rights	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.	Not applicable.	Not applicable.	Not applicable.
Pay equality for women, and staff with disabilities in our workforce.	Not applicable.	Not applicable.	Not applicable.
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	Not applicable.	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.	Not applicable.	Not applicable.	Not applicable.

Plymouth is a city where people from different backgrounds get along well.	Not applicable.	Not applicable.	Not applicable.