

# EQUALITY IMPACT ASSESSMENT

New Care Facility



## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<b>What is being assessed - including a brief description of aims and objectives?</b>	A new care facility at the Outland Road site, with an enhanced offer that brings together the provision at Colwill and the Vines into a single service.  Includes: the new facility; car parking; new pathways; storage out-buildings; landscaped gardens for education, leisure and contemplation for the residents and their families.
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<b>Department and service</b>	Finance, Strategic Projects Team
<b>Date of assessment</b>	First Assessment: 27/08/20, updated 15/03/21, updated 11/07/22

## STAGE 2: EVIDENCE AND IMPACT

<b>Protected characteristics (Equality Act)</b>	<b>Evidence and information (eg data and feedback)</b>	<b>Any adverse impact</b> See <a href="#">guidance</a> on how to make judgement	<b>Actions</b>	<b>Timescale and who is responsible</b>
<b>Age</b>	Between 2017 and 2035, it is expected that the number of people aged over 65 with a limiting long- term illness will rise from 12,600 to 18,000.  Nationally more than 70 per cent of over 70 year-olds and 40 per cent of over 50 year-olds have some form of hearing loss. There are an estimated 1.6 million people aged 65 and over living with sight loss in	The scheme is not anticipated to have any adverse impact on any age group.  The facility is an adult day and respite centre for citizens with profound learning and physical disabilities, so will provide accommodation that is suitable for use by all ages in terms of accessibility and welfare provision.	Planning and Building Control approval to be obtained.  Consultation to take place with stakeholders, staff, residents and families, partners  Accessible toilets and changing facilities will be provided on site for staff, residents and visitors as standard.	2022-24 – Project Manager  2022-24 – Project Manager/ Responsible Officer  2022-24 - The Design Team and Project Manager through the design stage and procurement stage

	<p>the UK (RNIB). Of these, one in five is aged 75 and over and one in two aged 90 and over.</p> <p>Falls are the most common cause of hospitalisation for people over 65 and the leading cause of death from injury among people aged over 75yrs (NHS). In Plymouth, 12,600 people over 65 were estimated to have had a fall in 2017 with 980 admitted to hospital as a result of a fall. The majority of these (795) were over 75yrs. This is estimated to increase to 1,466 by 2035 (POPPI).</p> <p>In 2017, 3,319 people over the age of 65yrs were estimated to be living with dementia in Plymouth. By 2035 it is estimated that this number will have risen to 5,373.</p>		<p>The site will have accessible pedestrian access which will be suitable for all ages along with wheelchairs, buggies and pushchairs. This will include appropriate paving, benches for rest points and appropriate signage.</p>	
<b>Disability</b>	<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), compared with the total number of people with disabilities in UK (11,600,000).</p>	<p>The scheme is not anticipated to have any adverse impact on persons with a disability.</p> <p>The residents and users of this facility will be adults with profound learning and physical disabilities and their families, and their needs will inform the design.</p>	<p>The design of the scheme will take into account the accessibility requirements of all and ensure that appropriate design is included.</p> <p>The scheme will provide car parking and drop off points near to the building for easy access.</p>	<p>2022-24 - The Design Team and Project Manager through the design stage and procurement stage</p>

	<p>1,297 adults registered with a GP in Plymouth have some form of learning disability (2013/14).</p> <p>The proportion of respondents with no health problem/disability agreeing that Plymouth is a great place to live was significantly higher than those who were limited a lot through a health problem/disability (78% compared with 64%).</p>		<p>Meet with PADAN to ensure that key considerations towards access are considered and lessons learned from other schemes can be incorporated within the design.</p>	
<b>Faith/religion or belief</b>	<p>Demographic</p> <p>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 religion combined totalled less than 1 per cent. 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</p>	<p>The scheme is not anticipated to have any adverse impact on persons with specific, faiths religions or belief</p>	<p>This will be monitored throughout the design of the buildings and services</p>	<p>2022-24 - The Design Team and Project Manager through the design stage and procurement</p>

	<p>Sikhism: 89 people (less than 0.1 per cent), increased from 56 people since 2001.</p> <p>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> <p>In Plymouth there has been a decrease in the number of reported faith/religion related hate crimes from 33 in 2016/17 down to 20 in 2017/18.</p>			
<b>Gender - including marriage, pregnancy and maternity</b>	<p>Overall 50.2 per cent of our population are women and 49.8 per cent are men: this reflects the national figure of 50.7 per cent women and 49.3 per cent men.</p> <p>There were 2,815 births in 2016. Birth rate trends were stable between 2013 and 2016 but have started to decline. The wards with the highest numbers of births are Devonport (268), St Peter and the Waterfront (219).</p>	The scheme is not anticipated to have any adverse impact on gender, including marriage, pregnancy and maternity	This will be monitored throughout the design of the buildings and services	2022-24 - The Design Team and Project Manager through the design stage and procurement stage
<b>Gender reassignment</b>	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	The scheme is not anticipated to have any adverse impact on Gender Reassignment.	This will be monitored throughout the design of the buildings and services	2022-24 - The Design Team and Project Manager during the design and procurement stage

	<p>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.</p> <p>By applying this to Plymouth's 16+ population, it is estimated that there may be somewhere between 1,287 and 2,146 adults in the city that are experiencing some degree of gender variance.</p> <p>The Tavistock and Portman NHS Foundation Trust has seen an increase in the number of young people referred to our Gender Identity Development Service in 2017/18, compared to the previous year. In 2017/18 there were 2,519 referrals received at the clinic. This represents a 25 per cent increase compared to the previous year which had 2,016 referrals. While this is an increase in referrals, the rate of increase has decreased compared to the previous year from 2016/2017, which itself was a reduced rate from the year before.</p>			
<p><b>Race</b></p>	<p>92.9 per cent of Plymouth's population identify themselves as White British.</p>	<p>The scheme is not anticipated to have any adverse impact on Race.</p>	<p>This will be monitored throughout the design of the buildings and services</p>	<p>2022-24 - The Design Team and Project Manager during the design and procurement stage</p>

	<p>7.1 per cent identify themselves as Black and Minority Ethnic (BME) with White Other (2.7 per cent), Chinese (0.5 per cent) and Other Asian (0.5 per cent) the most common ethnic groups.</p> <p>Our recorded BME population rose from 3 per cent in 2001 to 6.7 per cent in 2011, and therefore has more than doubled since the 2001 census.</p> <p>Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three. Based on full year data for 2012-13, our Translate Plymouth services recorded that the most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin.</p> <p>Nearly 100 different languages are spoken in schools by children of different backgrounds. Polish and Arabic are the most common, spoken by 385 and 143 children respectively.</p> <p>Four neighbourhoods have a population of school age children where 20 per cent or more are from a BME background. They are City Centre (38.0 per cent), Greenbank and University (32.3</p>		
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	<p>per cent), Stonehouse (29.9 per cent) and East End (23.4 per cent). There are 2,204 of compulsory school age children (5 to 16 years old) that speak English as an additional other language (January 2016).</p> <p>The Ride has 13 recently refurbished permanent site pitches. We have three small private sites with a total of 4 pitches. In 2010, which was our peak year, we dealt with 44 unauthorised encampments in the city with over 200 children living on them.</p> <p>The 2011 Census records that there were 4328 people from the A8 and A2 Accession Countries resident in the City. Of these 2332 recorded their country of birth as Poland, with 57 per cent arriving between March 2006 and 2008.</p>			
<p><b>Sexual orientation - including civil partnership</b></p>	<p>Over the last five years, the proportion of the UK population identifying as lesbian, gay or bisexual (LGB) has increased from 1.5% in 2012 to 2.0% in 2017, although the latest figure is unchanged from 2016. In Plymouth this would mean that around 5,260 residents identify as LGB.</p> <p>In 2017, there were an estimated 1.1 million people aged 16 years and over</p>	<p>The scheme is not anticipated to have any adverse impact on Sexual orientation including civil partnerships.</p>	<p>This will be monitored throughout the design of the buildings and services</p>	<p>2022-24 - The Design Team and Project Manager during the design and procurement stage</p>

	<p>identifying as LGB out of a UK population aged 16 years and over of 52.8 million.</p> <p>Males (2.3%) were more likely to identify as LGB than females (1.8%) in 2017.</p> <p>People aged 16 to 24 years were most likely to identify as LGB in 2017 (4.2%).</p>			
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**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
<b>Reduce the gap in average hourly pay between men and women by 2020.</b>	Construction jobs are anticipated to create a number of jobs locally. In addition, changes to staff of the facility may change over time. In all instances genders are to be paid the same rate	2021-2024 – Project Manager and Contractor once appointed
<b>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.</b>	Ensuring that staff are appropriately trained as a customer focused service to deal with these types of issues.	2024 – Responsible Officer
<b>Good relations between different communities (community cohesion)</b>	The service is committed to fostering positive relationships within our local and wider community, and will respect and enjoy the facilities of our adjoining facilities eg Central Park and the Life Centre.	2024 – Responsible Officer
<b>Human rights</b> Please refer to <a href="#">guidance</a>	<p>The facility will support and respect the right for private and family life, and staff will be trained to recognise, promote and support this philosophy.</p> <p>Contractors will be assessed against Human Rights compliance in relation to modern slavery, degrading treatment of others and equalities.</p>	<p>2024 – Responsible Officer</p> <p>2024 – Project Manager</p>



**STAGE 4: PUBLICATION**

Gary Walbridge

Date 11/7/22

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Head of Adult Social Care and Retained Functions