

# **EQUALITY IMPACT ASSESSMENT TEMPLATE AND GUIDANCE**

Policy and Intelligence Team



# EQUALITY IMPACT ASSESSMENT TEMPLATE

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Liz Dunser	<b>Department and service:</b>	Housing Delivery Team, SP&I	<b>Date of assessment:</b>	19.7.22
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Nick Carter, Head of Housing & Infrastructure	<b>Signature:</b>	N J Carter	<b>Approval date:</b>	19.07.22
<b>Overview:</b> Please use this section to provide a concise overview of the proposal being assessed including: <ul style="list-style-type: none"> <li>Aims and objectives (including rationale for decision)</li> <li>Key stakeholders</li> <li>Details of any engagement activities</li> </ul>	<p>We are conducting this equality impact assessment of a housing development scheme. Kings Tamerton is a Plymouth City Council (PCC) led project to deliver 70 net-zero carbon homes including 40 affordable community-led homes. It aims to be a flagship scheme for innovation and to pioneer a new approach to net-zero carbon homes, incorporating Modern Methods of Construction. It will provide a replicable and scalable model and be the catalyst for a future pipeline of net-zero carbon homes across the city.</p> <p>Key stakeholders are PCC, PEC (the developer), Ward Councillors and the local community.</p> <p>Extensive consultation has been carried out by PEC in partnership with PCC within the local community and PEC's community. Ward Councillors and Cabinet Members have also been consulted.</p>				
<b>Decision required:</b> Within this section, you must be clear on any decision being made and how/when, it will be taken.	It is recommended that the Leader of the Council: <ul style="list-style-type: none"> <li>Approves the Business Case</li> <li>Allocates £330,000 for the project into the Capital Programme funded from S106 capital funding</li> <li>Approves the transfer of the funds in accordance with the grant agreement</li> </ul>				

## SECTION TWO: EQUALITY IMPACT ASSESMENT SCREENING TOOL

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	X
<b>Potential internal impacts:</b> 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 two)	<b>Yes</b>		<b>No</b>	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

### SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

<b>Protected characteristics (Equality Act, 2010)</b>	<b>Evidence and information (e.g. data and consultation feedback)</b>	<b>Adverse impact</b>	<b>Mitigation activities</b>	<b>Timescale and responsible department</b>
	<p>Provide examples of the data that you have used to inform your decision. Examples include census data, service feedback, consultation responses and information collected via demographic monitoring etc.</p> <p>The boxes below provide examples of the types of data you may wish to use.</p>	<p>Please use this column to identify where your decision may cause an adverse impact on those with protected characteristics. You can read the EIA Toolkit for guidance on how to make judgement.</p> <p>Where there is no adverse impact, please type 'not applicable'.</p>	<p>Please use this column to detail any mitigation action you plan to take to limit any identified adverse impacts. Where it is not possible to mitigate against an adverse impact you must make this clear. You can read the EIA Toolkit for guidance.</p>	<p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p>
<b>Age</b>	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).	N/A		
<b>Disability</b>	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).	N/A		
<b>Gender reassignment</b>	There are no official estimates for gender reassignment at either national or local level.	N/A		

	<p>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.</p>			
<b>Marriage and civil partnership</b>	<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>	N/A		
<b>Pregnancy and maternity</b>	<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>	N/A		

<b>Race</b>	<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>	N/A		
<b>Religion or belief</b>	<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>	N/A		
<b>Sex</b>	<p>50.2 per cent of our population are women and 49.8 per cent are men.</p>	N/A		
<b>Sexual orientation</b>	<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>	N/A		

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
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'.	Please use this column to identify where your decision may cause a negative impact on the Council's ability to ensure human rights. Where there is no impact, please type 'not applicable'.	Please use this column to detail any mitigation action you plan to take to limit any negative impacts. Where it is not possible to mitigate against a negative impact you must make this clear.	Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.
<b>N/A</b>	N/A		

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	Please use this column to identify where your decision may cause a negative impact on the Council's ability to meet its equality objectives. Where there is no impact, please type 'not applicable'.	Please use this column to detail any mitigation action you plan to take to limit any negative impacts. Where it is not possible to mitigate against a negative impact you must make this clear.	Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	N/A		
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	N/A		
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	N/A		

<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	N/A		
<b>Plymouth is a city where people from different backgrounds get along well.</b>	N/A		