

EQUALITY IMPACT ASSESSMENT – MODERN SLAVERY

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Laura Hill, Policy and Intelligence Advisor	Department and service:	Policy and Intelligence Team	Date of assessment:	01/08/22
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Giles Perritt, Assistant Chief Executive Officer	Signature:	Giles Perritt, Assistant Chief Executive Officer	Approval date:	02/08/22
Overview:	This report provides an update to Cabinet on the ongoing work within the Council to tackle and prevent modern slavery. The Council has made a commitment to tackle modern slavery and publish a modern slavery statement annually and review the Council's Modern Slavery Policy.				
Decision required:	<p>A paper will be going to Cabinet on 11 August which asks Cabinet to:</p> <ul style="list-style-type: none"> ▪ Note the progress made on the delivery of the Modern Slavery Action Plan (21/22) and the next steps required to further tackle modern slavery. ▪ Agree the updated Modern Slavery Statement. ▪ Agree the refreshed Modern Slavery Policy. <p>The Modern Slavery Statement has been refreshed for this year. It provides an update on our progress to combat modern slavery to date along with our planned activity for the coming year. The Modern Slavery Policy remains largely the same, only minor changes have been made. These include new references to safeguarding and equality and diversity.</p> <p>No adverse equality impacts are anticipated from the decision to approve and publish the Modern Slavery Statement and refreshed Modern Slavery Policy.</p>				

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 two)	Yes		No	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

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth</p> <ul style="list-style-type: none"> 16.4 per cent of people in Plymouth are children aged under 15. 65.1 per cent are adults aged 15 to 64. 18.5 percent are adults aged 65 and over. 2.4 percent of the resident population are 85 and over. <p>South West</p>	No adverse impacts are anticipated.	Not applicable	Not applicable

	<ul style="list-style-type: none"> 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> 17.4 per cent of people are aged 0 to 14. 64.2 per cent of people are aged 15 to 64. 18.4 per cent of people are aged 65 and over. <p>(Data sourced from the 2021 Census)</p>			
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 impacts are anticipated.	Not applicable	Not applicable
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).</p> <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>	No adverse impacts are 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>	No adverse impacts are anticipated.	Not applicable	Not applicable

	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.			
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 impacts are 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 (2011 Census).</p>	No adverse impacts are 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 impacts are anticipated.	Not applicable	Not applicable

Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impacts are anticipated.	Not applicable	Not applicable
Sexual orientation	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).	No adverse impacts are anticipated.	Not applicable	Not applicable

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	Not applicable	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