

EQUALITY IMPACT ASSESSMENT – [PLYMOUTH HEALTH AND WELLBEING HUB]

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Chris Duggan Principal Surveyor	Department and service:	Place Economic Development	Date of assessment:	6 th September 2022
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Matt Ward Head of Strategic Development Projects	Signature:	M. Ward	Approval date:	8 th September 2022
Overview:	This EIA specifically assesses the proposal for disposing of land at Colin Campbell Court and financial input in support the Plymouth Health and Wellbeing Hub. The project is being delivered by the Integrated Care Board and the building will be in their ownership.				
Decision required:	<p>Decision to be made 14th September.</p> <p>It is recommended that the Leader of the Council:</p> <ul style="list-style-type: none"> • Approves the Business Case. • Allocates £2,842,101.64 for the project into the Capital Programme funded by Corporate Borrowing, One Public Estate money, a Corporate Borrowing virement from the existing Health Hub project and S106 funding. • Authorises the disposal of land at Colin Campbell Court as indicatively shown edged red on the plan attached to this report for the amount set out in the Part II report. • Approves that the funding provided to the ICB to undertake utility diversions (as previously authorised by Executive Decision Reference Number L42 21/22) is funded by Corporate Borrowing and not reimbursable on approval of the Plymouth Health & Wellbeing Hub Full Business Case. • Authorises the Service Director for Economic Development to approve business cases, enter into funding agreements (or similar) and award contracts including, but not limited to, land disposal contracts and associated documents, contractor appointments, consultant appointments, warranties etc. relating to the Plymouth Health and Wellbeing Hub where they would otherwise not have authority to do so. 				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<p>Potential external impacts:</p> <p>Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	Yes		No	X
<p>Potential internal impacts:</p> <p>Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	Yes		No	X
<p>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)</p>	Yes		No	X
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	<p>The Plymouth Health and Wellbeing Hub (PHWH) will be constructed owned by the Integrated Care Board (ICB) and is intended to offer a vibrant and creative connecting place at the heart of the community. It will act as a key strategic health and care asset which will provide a wider range of in-community services that complement the wider primary care, community, physical and mental health provision across the City.</p> <p>The PHWH represents the first phase of regeneration of Colin Campbell Court, acting as a catalyst to encourage further phases of development. This would further revitalise the area, increase footfall, engagement and vitality, and enhance the resilience of the West End of Plymouth.</p>			

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
	<p>All data is from the 2011 Census except for age and sex which has been updated with 2021 data. Data will be updated with the 2021 Census data as it becomes available.</p>			

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> <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).			
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</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.			
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> <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>			
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>			
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>			

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>			
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).			
Sexual orientation	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).			

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No human rights implications are anticipated from this decision	N/A	N/A

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	N/A	N/A	N/A
Pay equality for women, and staff with disabilities in our workforce.	N/A	N/A	

Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	N/A	N/A	
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	N/A	N/A	N/A
Plymouth is a city where people from different backgrounds get along well.	N/A	N/A	N/A

