

EQUALITY IMPACT ASSESSMENT

Economic Development, Place



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	The impact of the UK Shared Prosperity Fund - provides £2.6 billion of new funding for local investment from April 2022 to March 2025, with all areas of the UK receiving an allocation from the Fund via a funding formula rather than a competition. UK Shared Prosperity Fund has three investment priorities: community and place , supporting local businesses and people and skills ; all overarched by one objective, building pride in place and increasing life chances.
Author	Julia Blaschke Partnerships Manager, Victoria Glennon Project Manager, Toby Hall Project Manager
Department and service	Economic Development, Place
Date of assessment	19/08/2022

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	In Plymouth, the largest age group is 40 years. There has been an increase in people aged 65 years and over which compares similarly to the rest of England (Census, 2021). In Plymouth compared to 5.4 per cent nationally and although	There is a potential opportunity for UKSPF to have a positive impact. Skills projects might target working age population and therefore have a positive impact on these age groups. Initiatives could be targeted particularly at young people seeking to enter the labour market for the first time and	There is no immediate action to be taken. We will ensure that this is being considered and embedded at project level and will review the EIA at this point.	Programme lead

	<p>unemployment is decreasing, unemployment amongst the 16 to 25 year olds is increasing. Young people highlight training and employment opportunities, particularly apprenticeships, as a key priority.</p> <p>Older people account for a growing proportion of the UK workforce, from one in ten in 2010 to a projected one in three by 2022. Research suggests older people are less likely to receive training and many people over 50 would like to work but are unable to. Many older people are leaving work earlier than they would like, due to factors like poor health, caring for others or redundancy.</p>	<p>older people in their 50's who would like to return to work.</p>		
Disability	<p>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).</p> <p>Disabled people are almost twice as likely to be unemployed than those without disabilities (8 per cent compared to 4.3 per cent), and more likely than workers without disabilities to be employed on a zero-hours contract.</p>	<p>There is a potential opportunity for UKSPF to have a positive impact. Some of the skills support may support people with long-term health or disability issues.</p>	<p>There is no immediate action to be taken. We will ensure that this is being considered and embedded at project level.</p>	<p>Programme lead</p>

	<p>Disabled people experience significant barriers to getting and keeping jobs. This has resulted in a national disability employment gap of 28.7 percentage points in 2020/21. The gap has not changed significantly since last year, when it was 28.6 percentage points.</p>			
Religion or belief	<p>Christianity is the biggest faith in the city with more than 50 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> <p>Faith communities continue to face challenges around access to appropriate spaces in which to worship, celebrate, mark religious occasions and carry out religious rituals.</p>	Not applicable	Not applicable	Not applicable
Sex - including marriage, pregnancy and maternity	<p>50.2 per cent of our population are women and 49.8 per cent are men.</p>	<p>There is a potential opportunity with the UKSPF to positively impact women within Plymouth. Expressions of interest have shown that there is an interest</p>	<p>There is no immediate action to be taken. We will ensure that this is being considered and embedded at project level.</p>	

	<p>Although the national gender pay gap has reduced slightly over the last ten years, there is still a persistent pay gap between men and women with men earning more on average than women.</p> <p>One reason behind the gender pay gap persisting in those over 40 is that factors affecting women's employment and earnings opportunities become more evident among women aged in their 30s and 40s. For example, time spent out of the workplace to care for children or elderly relatives could affect future earnings when a person returns to work.</p>	and need within Plymouth to increase the number of women in technical jobs or careers.		
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level.</p> <p>The 2021 Census should provide data at a local level.</p>	No impact anticipated	We will review the census data when it is released later this year.	Not applicable
Race	<p>92.9 per cent of Plymouth's population identify themselves as White British.</p> <p>7.1 per cent identify themselves as Black, Asian or Minority Ethnic.</p>	<p>There is a potential opportunity for positive impact. Anecdotal evidence suggests higher levels of self-employment among people from a minority background. Support to start and grow a business could impact positively.</p>	<p>There is no immediate action to be taken. We will ensure that this is being considered and embedded at project level and will review the EIA at this point.</p>	Programme lead

	Employment for all ethnic minority groups in Plymouth was 73.3 per cent in the period from October 2020 to September 2021. In the same period, 77.5 per cent of the White working-age population were in employment in Plymouth.			
Sexual orientation - including civil partnership	<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>Findings from the annual population survey have revealed the number of people identifying as lesbian, gay or bisexual in the UK has increased from 1.9% in 2015 to 2.7% in 2019, an increase of more than a third.</p>	No impact	Not applicable	Not applicable

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
Celebrate diversity and ensure that Plymouth is a welcoming city.	There is a potential opportunity for UKSPF to impact positively on this priority. We will ensure that this is being considered and embedded at project level.	Throughout delivery phase. Programme lead is responsible for this.
Pay equality for women, and staff with disabilities in our workforce.	No implication	Not applicable.

Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No implication.	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.	No implication.	Not applicable.
Plymouth is a city where people from different backgrounds get along well.	<p>There is a potential opportunity for UKSPF to impact positively on this priority. We will ensure that this is being considered and embedded at project level.</p> <p>There is a strong correlation at ward level between low cohesion rates and a perception of poor access to employment and skills.</p>	Throughout delivery phase. Programme lead is responsible for this and will consider the impacts at sub City wide geography, especially areas with low IMD scores in the employment and skills domain.
Human rights Please refer to guidance	No implication.	

STAGE 4: PUBLICATION

Responsible Officer Amanda Ratsey Head of Economy Enterprise and Employment

Date 5 October 2022

Strategic Director, Service Director or Head of Service