EQUALITY IMPACT ASSESSMENT
Home Upgrade Grant 2

STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	PCC is allocating £3,376,610 to the capital programme following an award of continuation funding from Government to deliver the Home Upgrade Grant (HUG) programme. An additional 160 homes experiencing fuel poverty will be improved in Plymouth. The scheme will help to tackle the prevalence of fuel poverty across the 13,500 households in the city who are currently experiencing it. Low-income households in Plymouth will see their energy bills reduced by up to £300 a year. The continuation funding adds to the initial £2.2m awarded to The Council last year.
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STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	The average age in Plymouth (39.0 yrs.) is about the same as the rest of England (39.3 yrs.), but less than the South West (41.6yrs). Of the 16 SW authorities we have the third lowest % of older people (75), the sixth highest % of working age people and the fifth highest % of children and young people (under 18).	No adverse impacts anticipated	None	N/A

	Under 18s account for 19.8% of our population within this 17.5 % are under 16. As of March 2013, there are estimated to be 479 (6.9 %) young people aged between 16 and 18 who are NEET. The proportion of the working age population (16-64) is higher (66.1%) than regionally (62.8%) and nationally (64.7%).			
Disability	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).	No adverse impacts anticipated	None	N/A
Faith/religion or belief	• Christianity: 148,917 people (58.1 %), decreased from 73.6 % since 2001. • Islam: 2,078 people (0.8 %), doubled from 0.4 % since 2001. • Buddhism: 881 people (0.3 %), increased from 0.2 % since 2001. • Hinduism: 567 people (0.2 %) described their religion as Hindu, increased from 0.1 % since 2001. • Judaism: 168 people (0.1 %), decreased from 181 people since 2001. • Sikhism: 89 people (less than 0.1 %), increased from 56 people since 2001. 84,326 (32.9%) % of the Plymouth population stated they had no religion.	No adverse impacts anticipated	None	N/A
Gender - including marriage, pregnancy and maternity	Overall 50.6 % of our population are women and 49.4 % are men: this reflects the national figure of 50.8 % women and 49.2 % men. There were 3,280 births in 2011. Birth-rate trends have been on the increase since 2001, but since 2010 the number of births has stabilised. Of those aged 16 and over, 90,765 people (42.9%) are married. 5,190 (2.5 %) are separated and still legally married or legally in a same-sex civil partnership. In Plymouth in 2014 average hourly earnings for women (£10.00) were 93 % of average hourly male earnings (£11.82).	No adverse impacts anticipated	None	N/A

	In Plymouth in 2005, women working full time earned only 81 % of average hourly fulltime male earnings. By 2010 this gap had closed and women were earning 90 %. In 2014 the gap had slightly widened. Across the South West region in 2014 women working full-time only earn 86 % of average full-time hourly male earnings, and for the UK as a whole the figure is 90%.			
Gender reassignment	It is estimated that there may be 10,000 transgender people in the UK. There were 26 referrals from Plymouth made to the Newton Abbott clinic, in 2013/14. The average age for presentation for reassignment of male-to-females is 40-49. For female-to-male the age group is 20-29.	No adverse impacts anticipated	None	N/A
Race	92.9% of Plymouth's population identify themselves as White British. 7.1% identify themselves as Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common ethnic groups. Our recorded BME population rose from 3% in 2001 to 6.7% in 2011, and therefore has more than doubled since the 2001 census.

Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three.

Four neighbourhoods have a population of school age children where 20% or more are from a BME background. They are City Centre (38%), Greenbank and University (32.3 %), Stonehouse (29.9%) and East End (23.4%). There are 1867 school children (over 5 years old) that speak English as an additional other language.

The 2001 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 % arriving between March 2006 and 2008. | No adverse impacts anticipated | None | N/A |
| **Sexual orientation - including civil partnership** | There is no precise local data on numbers of Lesbian, Gay and Bi-sexual (LGB) people in Plymouth, but nationally the government have estimated this to be between 5 – 7% and Stonewall agree with this estimation given in 2005. This would mean that for Plymouth the figure is approximately 12,500 to 17,500 people aged over 16 in Plymouth are LGB. | No adverse impacts anticipated | None | N/A |

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
Reduce the gap in average hourly pay between men and women by 2020.	None	N/A
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.	None	N/A
Good relations between different communities (community cohesion)	None	N/A
Human rights Please refer to **guidance**	None	N/A