


EQUALITY IMPACT ASSESSMENT – [UKSPF PROJECT SIGN OFF-PORT DEVELOPMENT PROJECT]

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Victoria Glennon	Department and service:	Economic Development - Place	Date of assessment:	08/02/2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Amanda Ratsey	Signature:		Approval date:	08/02/2023
Overview:	<p>This EIA assesses the potential impact of the agreeing to use £300,000 of UK Shared Prosperity Funds for the delivery of the Cattewater Harbour - Port Development Feasibility Study project.</p> <p>Background</p> <ul style="list-style-type: none"> • Plymouth were allocated £3,131,412 for three years (2022/23 - 2024/25) to support a mix of revenue and capital spend. • Plymouth City Council is the Accountable Body for the delivery and management of the UK Shared Prosperity Fund (UKSPF) and as such needs to follow Plymouth City Council processes. • As part of the investment plan submitted to Government on the 01 August 2022 there was a requirement to utilise an existing group or form a Key Partnership Group that would act as an advisory group in order to provide recommendations on the delivery of potential projects. The Plymouth Growth Board was invited to act as this key partnership group and after consultation with the Board, the group has given its positive recommendation on the delivery of the Cattewater Harbour - Port Development Feasibility Study project. • To allow and ensure that the project can deliver and spend the UKSPF allocation of money to year 1 (2022/23) before the end of the financial year. • To meet the timelines set out by Government to deliver the UK Shared Prosperity Fund. • This project will play a key role into the ambitions of future proofing the Port in Plymouth and will be able to contribute to the offshore renewable industry and increased investment in the coming decades of which the South West Ports will be integral in supporting. • The commercial port of Plymouth is at capacity in providing space and berthing options. This project will play a key role into the ambitions of future proofing the Port in Plymouth and will be able to contribute to the offshore renewable industry in the coming decades of which the South West Ports will be integral in supporting. 				

	<ul style="list-style-type: none"> This project will look at how Plymouth's ports can be developed. Initially, the will be to establish the feasibility of developing currently unused space in the harbour for port operations. The space adjacent to Victoria Wharf within the Cattewater has been identified, which would provide much needed additional berthing and cargo storage. The proposed area is clear of the main channel. Following on from this, the project will look to begin site investigation works to ensure that development of the area can be done rapidly. In the long-run, this project will ensure the port secures new trade, imports and exports, fishing vessels, as well as establishing Plymouth can play a role in the future. The renewable offshore wind industry demands greater quay space and lay down areas, with the ability to berth and operate vessels of greater tonnage as required by the customers.
Decision required:	<ul style="list-style-type: none"> To agree to use £300,000 of UK Shared Prosperity Funds for the delivery of the Cattewater Harbour - Port Development Feasibility Study project. To authorise the Director for Place to enter into or sign agreements on behalf of Plymouth City Council in relation to the UK Shared Prosperity Fund.

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 three)	Yes		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	This project and the expected activities it will deliver can be considered as not expected to negatively impact upon internal or external groups with protected characteristics. The project has a great potential to positively impact groups of people. This will be reviewed throughout the project's duration.			

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
	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.			
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>	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2022/23- 2024/25
Disability	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. While, 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2022/23- 2024/25

	or mental health problem. (2021 Census)			
Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2022/23- 2024/25
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2022/23- 2024/25
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2022/23- 2024/25
Race	In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black. (2021 Census) People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2022/23- 2024/25

	term to describe their ethnicity. (2021 Census)			
Religion or belief	48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census). Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2022/23- 2024/25
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2022/23- 2024/25
Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2022/23- 2024/25

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse human rights implications are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	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.	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2022/23- 2024/25
Pay equality for women, and staff with disabilities in our workforce.	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2022/23- 2024/25
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2022/23- 2024/25
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2022/23- 2024/25
Plymouth is a city where people from different backgrounds get along well.	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2022/23- 2024/25