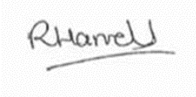


EQUALITY IMPACT ASSESSMENT – BRICKFIELDS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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| Author(s): This is the person completing the EIA template. | Liz Slater & Matt Ward | Department and service: | Public Health, Place, Economic Development | Date of assessment: | 1 March 2023 |
| Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA. | Ruth Harrell | Signature: |  | Approval date: | 1 March 2023 |
| Overview: | <p>The Brickfields Masterplan, encompasses outdoor sports facilities and the existing sports centre at Brickfields. Inward investment would result in the redevelopment of the outdoor facilities to increase the number and scope of playing pitches, as well as the reconfiguration of the existing sports centre to create a new community wellbeing and sports hub.</p> <p>Brickfields Master Plan, places Brickfields as the central physical activity hub, with a wider vision encompassing greater connection with neighbouring activity spaces; Devonport Park, Stonehouse Creek, and Victoria Park. Core outcomes are:</p> <p>Community Engagement - To connect the local community with the site, through community services, and develop a Hub to act as a central pillar for our community.</p> <p>Increased Usage - to be both financially and environmentally sustainable, enabling programmes of activity which widen participation and increasing usage and link to the City’s Active to Thrive, Physical Activity, Sport and Leisure plan. For ‘Plymouth to be the most physically active coastal city in England by 2034’.</p> <p>Regeneration – Providing social and economic benefits, including training and education (at Brickfields), to act as a catalyst for social and economic regeneration.</p> <p>Sustainability - Providing a sustainable future for a community hub and for sport in our city (both financially and environmentally)</p> <p>Sporting Excellence - To enhance an underused site, improving facilities for the local community and providing an exemplar multisport venue that develops sporting talent within our city.</p> | | | | |
| Decision required: | <p>It is recommended that Cabinet:</p> <ul style="list-style-type: none"> i) Approves the grant of leases for land at Brickfields to each of the following parties on the terms set out in Part II of this report: <ul style="list-style-type: none"> - Plymouth Argyle Football Club; | | | | |

- Plymouth Argyle Community Trust; and
- Plymouth Albion Rugby Football Club.
- ii) Notes the proposed termination of the tenancy between Plymouth Active Leisure Limited and Devonport Community Leisure Limited and delegates authority to the Director of Public Health to agree any resulting changes to the agreement between Plymouth Active Leisure Ltd and the Council.
- iii) Approves the termination of the services currently provided at Brickfields by Plymouth Active Leisure Ltd and delegates authority to the Director of Public Health to agree any resulting changes to the agreement between Plymouth Active Leisure Ltd and the Council.
- iv) Notes the possible need for a transfer of relevant staff from Plymouth Active Leisure Ltd to Plymouth Argyle Community Trust.
- v) Approves the termination of the existing leases with Devonport Community Leisure Ltd and City of Plymouth Athletics Club.
- vi) Notes the reprovision of facilities for pétanque on land at Stonehouse Creek.
- vii) Approves a commitment from the Council to support the provision of facilities for hockey, to mitigate the loss of the sand based artificial grass pitch.
- viii) Approves and makes an allocation for the provision of up to £2,752,903 of capital funding for the project and delegates authority to the Director of Public Health to agree the terms for the grant, subject to legal advice being obtained that no issues arise under the Subsidy regime.
- ix) Notes the relocation of the health and wellbeing hub from the Cumberland Centre to the new community wellbeing and sports hub.
- x) Delegates authority to the Director of Public Health and the Strategic Director for Place to agree the terms of the leases, transfer of staff and all other documents associated with this transaction and subsequent redevelopment of the site, including (but not limited to) any easement, wayleave, grant funding agreement, or any other third party agreements, including any agreements intended to protect community uses.
- xi) Delegates authority to the Director of Public Health and the Strategic Director for Place to consider, at the relevant time, whether the conditions set out in section 5 of the Part I report have been met.
- xii) Delegates authority to the Cabinet Member for Customer Services, Leisure & Sport to waive any of the conditions set out in section 5 of the Part I report, if this is considered appropriate on advice from officers from Legal Services.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

| Potential external impacts: | Yes | x | No | |
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| Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics? | | | | |

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| 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 | x | No | |
| 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 |
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| Age | <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> <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> | No adverse impact. | <ul style="list-style-type: none"> Collaborative links to the new Family Hubs on-site. / nearest Green Ark Integrate wider services to deliver holistic development opportunities. Secure stakeholder engagement and delivery partners to utilise the hub as a dual-use services base. Create an on-site crèche/soft play and fully inclusive holiday club offer. | Leisure Partnership Manager / monitor through an 'annual community benefit statement'. |

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| | <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>(2021 Census)</p> | | <ul style="list-style-type: none"> • Create an on-site base for youth work, including a youth club, for structured and unstructured activity and specific provision for young people; for example a 'youth area' and 'e-sports zone' • Engage local education providers, including City College and provide a suitable delivery space, with a particular emphasis on STEM topics. • A Management Plan will outline the expected usage of the improved facility. • Programmed activities for older people such as walking football, veterans sports, seated exercise as well as low impact fitness classes including table tennis and short-mat bowls; such provision aligns to the needs of older people; with 25%* of older people reported as undertaking no physical activity at all (*Sport England). • A soft play area will encourage community cohesion whilst | |
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| | | | <p>providing social opportunity for young families, single-parents, and education providers.</p> <ul style="list-style-type: none"> • Provide digital/IT support to older people. • Using Appreciative Enquiry Methodology, older people in Devonport and Stonehouse said they wanted ‘warm safe places, a place that welcomes them’. These needs will be met by through the provision of a café, somewhere people can chat. The provision of well being services will support the mental well-being of older people. <p>Physically activity programmes will also focus on opportunities for inter-generational ‘togetherness’.</p> | |
| <p>Disability</p> | <p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a</p> | <p>No adverse impact.</p> | <ul style="list-style-type: none"> • Work with key partners to increase playing opportunities for disabled players. • Develop coaches to work with people with disabilities. | <p>Leisure Partnership Manager / monitor through an ‘annual community benefit statement’.</p> |

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| | <p>physical or mental health problem (2021 Census)</p> | | <ul style="list-style-type: none"> • Design accessible facilities considering changing rooms, toilets, access/egress, lifts, parking etc; including changing places provision. • Delivery of the ACT Equality and Diversity Policy. • Develop a support programme for young carers. <p>Ensure staff are equipped to deal confidently with requests from disabled customers for reasonable adjustments.</p> | |
| <p>Gender reassignment</p> | <p>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).</p> | <p>No adverse impact.</p> | <ul style="list-style-type: none"> • Deliver a hub development project that ensures the needs/interests of diverse communities are respected, celebrated, and valued. • Delivery of the ACT Equality and Diversity Policy. • Deliver a suite of programmes that promotes community cohesion. • Ensure diverse communities have access to, and lead upon place-based | <p>Leisure Partnership Manager / monitor through an 'annual community benefit statement'.</p> |

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| | | | <p>projects, through on-going consultation.</p> <ul style="list-style-type: none"> • Provide a suite of opportunities for people to learn about modern life and societal difference. • Facilitate targeted workshops that embrace difference (i.e., anti-hate crime workshops and workshops that celebrate specific cultures). <p>Governance of the facilities will ensure proportionate community representation</p> | |
| <p>Marriage and civil partnership</p> | <p>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.</p> <p>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).</p> | <p>No adverse impact.</p> | <ul style="list-style-type: none"> • The provision of a well-being hub is central to the new community offer at Brickfields. Working with partners such as Live Well, other statutory and charitable organisations, there will be a range of services that support all members of the community and the challenges that gender, relationships, pregnancy and maternity can present. Examples of programmes are noted below: • Develop a community activities programme | <p>Leisure Partnership Manager / monitor through an 'annual community benefit statement'.</p> |

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| | | | <p>including ante-natal and post-natal support, mum-and-baby groups etc.</p> <ul style="list-style-type: none"> • A significant part of the delivery programme is the development of girls and women’s football. Key outcomes include increasing the number of female participants in physical activity programmes, developing and supporting female employees. • Delivery of female and male only fitness sessions. • Delivery of the ACT Equality and Diversity Policy. <p>Work force development and training, including the encouragement of female leaders.</p> | |
| <p>Pregnancy and maternity</p> | <p>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.</p> | <p>No adverse impact</p> | <ul style="list-style-type: none"> • Delivery of female and male only fitness sessions. • Delivery of the ACT Equality and Diversity Policy. | <p>Leisure Partnership Manager / monitor through an ‘annual community benefit statement’.</p> |

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| <p>Race</p> | <p>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)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p> | <p>No adverse impact.</p> | <ul style="list-style-type: none"> • Deliver a hub development project that ensures the needs/interests of diverse communities are respected, celebrated, and valued. • Delivery of the ACT Equality and Diversity Policy. • Deliver a suite of programmes that promotes community cohesion. • Ensure diverse communities have access to, and lead upon place-based projects, through on-going consultation. • Provide a suite of opportunities for people to learn about modern life and societal difference. • Facilitate targeted workshops that embraces difference (i.e., anti-hate crime workshops and workshops that celebrate specific cultures). <p>Continue to support the HOPE festival at Brickfields and community engagement events.</p> | <p>Leisure Partnership Manager / monitor through an ‘annual community benefit statement’.</p> |
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| <p>Religion or belief</p> | <p>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).</p> <p>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).</p> | <p>No adverse impact.</p> | <ul style="list-style-type: none"> • Deliver a hub development project that ensures the needs/interests of diverse communities are respected, celebrated, and valued. • Delivery of the ACT Equality and Diversity Policy. • Deliver a suite of programmes that promotes community cohesion. • Ensure diverse communities have access to, and lead upon place-based projects, through on-going consultation. • Provide a suite of opportunities for people to learn about modern life and societal difference. • Facilitate targeted workshops that embraces difference (i.e., anti-hate crime workshops and workshops that celebrate specific cultures). <p>Continue to support the HOPE festival at Brickfields and community engagement events.</p> | <p>Leisure Partnership Manager / monitor through an ‘annual community benefit statement’.</p> |
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| Sex | 51 per cent of our population are women and 49 per cent are men (2021 Census). | No adverse impact | <ul style="list-style-type: none"> • Delivery of female and male only fitness sessions. • Delivery of the ACT Equality and Diversity Policy. | Leisure Partnership Manager / monitor through an 'annual community benefit statement'. |
| 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 impact | <ul style="list-style-type: none"> • Deliver a hub development project that ensures the needs/interests of diverse communities are respected, celebrated, and valued. • Delivery of the ACT Equality and Diversity Policy. | Leisure Partnership Manager / monitor through an 'annual community benefit statement'. |

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

| Human Rights | Implications | Mitigation Actions | Timescale and responsible department |
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| | None | | |

SECTION FIVE: OUR EQUALITY OBJECTIVES

| Equality objectives | Implications | Mitigation Actions | Timescale and responsible department |
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| Celebrate diversity and ensure that Plymouth is a welcoming city. | Positive opportunities to promote diversity | Deliver a hub development project that ensures the needs/interests of diverse communities are respected | Dept of Health annual monitoring |

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| Pay equality for women, and staff with disabilities in our workforce. | None | | Dept of Health annual monitoring |
| Supporting our workforce through the implementation of Our People Strategy 2020 – 2024 | Positive opportunities to promote diversity | Deliver a hub development project that ensures the needs/interests of diverse communities are respected | Dept of Health annual monitoring |
| Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes. | Positive opportunities to promote diversity | Deliver a hub development project that ensures the needs/interests of diverse communities are respected | Dept of Health annual monitoring |
| Plymouth is a city where people from different backgrounds get along well. | Positive opportunities to promote diversity | Deliver a hub development project that ensures the needs/interests of diverse communities are respected | Dept of Health annual monitoring |