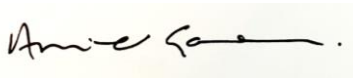


EQUALITY IMPACT ASSESSMENT

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Ian Baker / Elaine Dean	Department and service:	Education, Participation and Skills, Children's Services	Date of assessment:	26/09/2022
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Annie Gammon	Signature:		Approval date:	21/03/2023
Overview:	The urgent need for Increased Special School Estate Places available in the city by way of a framework to provide suitable modern modular classrooms to accommodate the increased pupil numbers together with the re-provision of a modular foundation unit at College Road school, removing the dilapidated, past end of life unit and providing the young pupils with suitable, modern teaching space for their foundation years in education.				
Decision required:	Approve the accompanying Capital Investment Business Case and Executive Decision.				

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.

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
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> <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. 			

	<ul style="list-style-type: none"> 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>			
Disability	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>			
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).			
Marriage and civil partnership	<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>			
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.			

Race	<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>			
Religion or belief	<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>			
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>			
Sexual orientation	<p>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).</p>			

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	<p>The proposal supports the diversity of Plymouth, ensuring that all pupils, regardless of gender or disability have access to suitable buildings supporting a brilliant start in education:</p> <ul style="list-style-type: none"> - People should be able to access opportunity whatever their circumstances - Things that make the biggest difference to people's lives should get priority when deciding where limited resources go - Preventing inequalities is more effective than trying to eliminate them - Services should be provided 'with' people, not 'for' them 	We provide parents, staff and governors at the schools, local residents and other stakeholders with the opportunity to participate in the decision making on the proposals, and provide children with improved facilities that will promote diversity and independence and reduce social inequality.	The project will be managed by PCC at the end of the current 2023-24 academic years
Pay equality for women, and staff with disabilities in our workforce.	No adverse impact.	No action required	No action required
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	These proposals contribute to the right to all of our staff to deliver education in suitable premises.	Provides improved facilities that ensure that staff, children and young people are safe and confident in their	The project will be managed by PCC at the end of the current 2023-24 academic years.

		communities, by providing suitable education accommodations.	
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 adverse impact.	No action required	No action required
Plymouth is a city where people from different backgrounds get along well.	The schools maintain good links with their communities, going out into the community and bringing the community in. The schools have a warm and friendly family atmosphere, where dedicated staff; governors and parents provide a stimulating and challenging learning environment which helps pupils thrive; everyone is respected and works in partnership with each other.	Provides improved facilities that ensure that staff, children and young people are safe and confident in their communities, by providing suitable education accommodations.	The project will be managed by PCC at the end of the current 2023-24 academic years.