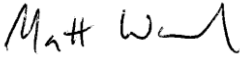


EQUALITY IMPACT ASSESSMENT – BRICKFIELDS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Matt Ward	Department and service:	Strategic Development Projects, Economic Development	Date of assessment:	17 May 2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Matt Ward	Signature:		Approval date:	22 May 2023
Overview:	<p>A Leader's executive decision was signed on 22 October 2021 approving £17,860,000 of funding for the development of a new district centre at Derriford.</p> <p>The district centre will include a new M&S foodstore, an ALDI foodstore, a gym, restaurant and drive-through, two additional retail units, electric vehicle charging spaces and a new bus and pedestrian route connecting William Prance Road with Derriford Hospital via Derriford Business Park.</p> <p>In December 2021 the Council completed a forward funding agreement with developer, ADC Kimberley (Derriford) Ltd. The development now has detailed planning permission and the developer has agreed a price with a contractor to construct the project. However, as a result of the general increase in build costs since 2021, the agreed price is higher than originally envisaged.</p> <p>The developer has therefore negotiated higher rents with the various tenants so that these rents can cover the additional build costs. Agreement is required from the Council to provide additional funding.</p> <p>Approval is now sought to provide additional funding of £1,036,196 to allow the project to proceed.</p>				
Decision required:	<p>It is recommended that the Cabinet Member for Finance:</p> <ul style="list-style-type: none"> • Approves the Business Case • Allocates an additional £1,036,196 for the project into the Capital Programme funded by service borrowing 				

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?				
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
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. 	No adverse impact.		

	<ul style="list-style-type: none"> • 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>(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>	No adverse impact.	Scheme includes provision of disabled parking spaces. The design of the outdoor and indoor spaces has been carefully considered to ensure it is suitable for disabled residents.	
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 impact.		
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>	No adverse impact.		

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 impact		
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 term to describe their ethnicity (2021 Census) 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).	No adverse impact.		
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 impact.		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact		
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	No adverse impact		

	residents describe their sexual orientation using a different term (2021 Census).			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	None		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	Positive opportunities to promote diversity	The project and all of its constituent parts will help to create a welcoming environment for all	
Pay equality for women, and staff with disabilities in our workforce.	Positive opportunities to promote diversity	Employers on the site will pay staff fairly without reference to gender or disability	
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	None		
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	The project and all of its constituent parts will help to create a welcoming environment for all	
Plymouth is a city where people from different backgrounds get along well.	Positive opportunities to promote diversity	The project and all of its constituent parts will help to create a welcoming environment for all	