

# EQUALITY IMPACT ASSESSMENT – CORPORATE PLAN 2023 - 2026

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Laura Hill	<b>Department and service:</b>	Policy and Intelligence Advisor	<b>Date of assessment:</b>	09.06.2023
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Elinor Firth, Head of Public and Partner Relations	<b>Signature:</b>	Elinor Firth	<b>Approval date:</b>	12.06.2023
<b>Overview:</b>	<p>This EIA assesses a revised and updated Corporate Plan 2023-26 which, subject to agreement will be presented to the Council on 19 June 2023. It reflects the new Administration’s ambition for the city and the Council, takes account of the progress that the Council has made and addresses the new challenges that the Council faces.</p> <p>Cabinet have identified six priority areas which will be delivered as a part of the Corporate Plan and have highlighted the importance of retaining a focus in all of our activities on Plymouth being a great place to grow up and grow old, and on minimising the impact of the cost of living crisis.</p> <ul style="list-style-type: none"> <li>• Working with the Police to tackle crime and anti-social behaviour</li> <li>• Fewer potholes, cleaner, greener streets and transport</li> <li>• Build more homes – for social rent and affordable ownership</li> <li>• Green investment, jobs, skills and better education</li> <li>• Working with the NHS to provide better access to health, care and dentistry</li> <li>• Keeping children, adults and communities safe</li> </ul>				
<b>Decision required:</b>	<p>That Cabinet</p> <p>1. Agree the revised mission, values and priorities that underpin the Council’s Corporate Plan 2023-26. 2. Recommend to Council that the revised Corporate Plan 2023-26 is adopted as part of the Council’s policy framework.</p> <p>2. Recommend to Council that the revised Corporate Plan 2023-26 is adopted as part of the Council’s policy framework.</p>				

**SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<p><b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	Yes		No	x
<p><b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	Yes		No	x
<p>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)</p>	Yes		No	x
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>				

**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>Plymouth</p> <ul style="list-style-type: none"> <li>16.4 per cent of people in Plymouth are children aged under 15.</li> <li>65.1 per cent are adults aged 15 to 64.</li> <li>18.5 percent are adults aged 65 and over.</li> <li>2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p>	There are no adverse impacts anticipated from the adoption of the Corporate Plan.	EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.	Not applicable

	<ul style="list-style-type: none"> <li>15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>17.4 per cent of people are aged 0 to 14.</li> <li>64.2 per cent of people are aged 15 to 64.</li> <li>18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>			
<b>Disability</b>	<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>	There are no adverse impacts anticipated from the adoption of the Corporate Plan.	EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.	Not applicable
<b>Gender reassignment</b>	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).	There are no adverse impacts anticipated from the adoption of the Corporate Plan.	EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.	Not applicable

<p><b>Marriage and civil partnership</b></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>There are no adverse impacts anticipated from the adoption of the Corporate Plan.</p>	<p>EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.</p>	<p>Not applicable</p>
<p><b>Pregnancy and maternity</b></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>There are no adverse impacts anticipated from the adoption of the Corporate Plan.</p>	<p>EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.</p>	<p>Not applicable</p>
<p><b>Race</b></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>There are no adverse impacts anticipated from the adoption of the Corporate Plan.</p>	<p>EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.</p>	<p>Not applicable</p>

<p><b>Religion or belief</b></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).  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>There are no adverse impacts anticipated from the adoption of the Corporate Plan.</p>	<p>EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.</p>	<p>Not applicable</p>
<p><b>Sex</b></p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>There are no adverse impacts anticipated from the adoption of the Corporate Plan.</p>	<p>EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.</p>	<p>Not applicable</p>
<p><b>Sexual orientation</b></p>	<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>	<p>There are no adverse impacts anticipated from the adoption of the Corporate Plan.</p>	<p>EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.</p>	<p>Not applicable</p>

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	There are no adverse impacts on human rights anticipated from the adoption of the Corporate Plan.	EIAs will be completed where required as work is progressed to deliver the Corporate Plan 2023-2026. Where appropriate, mitigations and timeframes will be identified as part of that process.	Not applicable

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	Plymouth City Council remains committed to celebrating diversity and being a welcoming city for all.	Not applicable	Not applicable
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	Plymouth City Council is committed to promoting equality and the fair treatment of its workforce. As an employer, we have a clear policy of paying employees equally for the same or equivalent work regardless of gender or disability. The Council operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and are based wholly on the role being undertaken.	Not applicable	Not applicable
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	Our People Strategy 2020 – 2024 sets out our approach towards ensuring that the Council’s workforce can adapt and meet the ever-changing needs of the Council and our residents.	Not applicable	Not applicable

<p><b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b></p>	<p>The Council is committed to reducing and tackling hate crime and ensuring that victims are treated in a trauma informed manner to ensure that they get the outcome which is most appropriate for them. The Council works closely with the Safer Plymouth Partnership, the community safety partnership for the city. Hate crime data is monitored.</p>	<p>Not applicable</p>	<p>Not applicable</p>
<p><b>Plymouth is a city where people from different backgrounds get along well.</b></p>	<p>The Council is committed to promoting cohesion within the city under its Public Sector Equality Duty.</p>	<p>Not applicable</p>	<p>Not applicable</p>