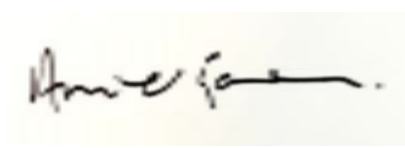


# EQUALITY IMPACT ASSESSMENT – SCHOOL CONDITION WORKS

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Ian Baker	<b>Department and service:</b>	Education, Participation & Skills	<b>Date of assessment:</b>	05/06/23
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Annie Gammon	<b>Signature:</b>		<b>Approval date:</b>	07/07/2023
<b>Overview:</b>	To carry out the proposed Programme of Summer Condition Works, removing / reducing the H & S issues to increase the life expectancy of the school building by reducing condition damage and making the schools watertight. The schools require maintenance which is sometimes unaffordable, as the LEA we are responsible for ensuring that the schools are maintained to a safe standard which ensure public, staff and students health and safety, enabling them to work in appropriately maintained buildings.				
<b>Decision required:</b>	To approve the School Condition Business Case, Executive Decision and award Delegated Authority to Annie Gammon to approve the various contractors for the Schools Condition Summer Works Programme.				

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	x
<b>Potential internal impacts:</b> 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)	<b>Yes</b>		<b>No</b>	x
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	Due to the nature of the project, no adverse impacts are anticipated.			

### 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
<b>Age</b>	<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> <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> </ul>	No adverse impact anticipated.	Not Applicable	Not Applicable

	<ul style="list-style-type: none"> <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>			
<p><b>Care experienced individuals</b></p> <p>(Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	No adverse impact anticipated.	Not Applicable	Not Applicable
<p><b>Disability</b></p>	<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</p>	No adverse impact anticipated.	Not Applicable	Not Applicable

	physical or mental health problem (2021 Census)			
<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).	No adverse impact anticipated	Not Applicable	Not Applicable
<b>Marriage and civil partnership</b>	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 impact anticipated.	Not Applicable	Not Applicable
<b>Pregnancy and maternity</b>	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 anticipated.	Not Applicable	Not Applicable
<b>Race</b>	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,	No adverse impact anticipated.	Not Applicable	Not Applicable

	Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).			
<b>Religion or belief</b>	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 anticipated.	Not Applicable	Not Applicable
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact anticipated.	Not Applicable	Not Applicable
<b>Sexual orientation</b>	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 anticipated.	Not Applicable	Not Applicable

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
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	No adverse impacts are anticipated. These proposals contribute to the right to an education in suitable premises.	The project will be managed by PCC at the end of the current 2023-24 academic years.	2023-24 academic years.
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## 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>	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: - 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.
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	These proposals contribute to the right to 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 communities, by providing suitable education accommodations	The project will be managed by PCC at the end of the current 2023-24 academic years.
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	No implications	Not Applicable	Not Applicable
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and</b>	No implications	Not Applicable	Not Applicable

<b>through our partner organisations to achieve positive outcomes.</b>			
<b>Plymouth is a city where people from different backgrounds get along well.</b>	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.