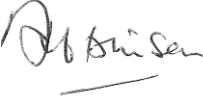


# EQUALITY IMPACT ASSESSMENT – DERRIFORD COMMUNITY PARK – PHASE 5

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Jerry Griffiths	<b>Department and service:</b>	Place, Street Services, Environment Planning, Green Estate Team	<b>Date of assessment:</b>	15/06/23
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Philip Robinson	<b>Signature:</b>		<b>Approval date:</b>	04/07/2023
<b>Overview:</b>	<p>Approval for this business case is sought to enable <b>£1,615,746.40</b> of external funding (already secured) to deliver a package of projects (Phase 5) at Derriford Community Park (DCP) via the capital programme.</p> <p>DCP is a valuable resource for the city - in particular children and young people. These new facilities will enable us to grow our offer to young people and in doing so, benefit their mental and physical health, whilst providing education and training opportunities and nature-based play. DCP is also a key site delivering priorities of the Urban Pioneer Partnership, a strategic 10 year partnership with the National Trust.</p> <p>These projects will create improved, income generating facilities to enable DCP to achieve financial self-sustainability as per the DCP commercial model.</p> <p>Successful delivery of DCP is critical in ensuring that the Northern Growth area of the city is viable and sustainable enabling both housing and transport infrastructure, through the provision of a new park in line with the JLP (PLY041). It will deliver multi-sector corporate 'Plymouth Plan' objectives for health and wellbeing, education and skills and economic. It will level up access to high quality green space for the North of the city and add £36m per annum to the city driving an additional 1.2m visits to green space and the associated health and wellbeing benefits to communities (Vivid Economics, 2020).</p> <p>Capital projects for Phase 5:</p> <p><u>Access Network Improvements:</u> Complete the design and construction of the multi-use access network opening up 40ha of new Community Park and Local Nature Reserve to visitors.</p>				

	<p><u>Hayloft Renovation:</u> Renovations of the Old Hayloft (currently derelict) to provide a first floor and additional (year-round) welfare facilities for site users and a nature interpretation space for visitors.</p> <p><u>Construct timber 'cabin' building</u> – Design and construct a new timber building, providing year-round eco-therapy, training and teaching space connected to the outdoor environment</p> <p><u>Wildlife Enclosure Re-instatement:</u> Complete the reinstatement of the wildlife enclosure to enable the return of a pair of beavers to the Bircham Valley and complete the urban re-wilding enclosure</p> <p><u>Key risks</u></p> <p>Not delivering the projects will result in:</p> <ul style="list-style-type: none"> <li>- lost revenue/income generating opportunities that are required to enable DCP to become a financially self-sustaining site as per the DCP Commercial Model.</li> <li>- Failure to achieve JLP (PLY041) objective and support cross sector delivery of key objectives in the Plymouth Plan</li> </ul> <p>Failure to take this investment proposal forward would see PCC miss the opportunity to utilise external funding secured to progress the development and delivery of a strategic green space and JLP policy objective. The Council would need to return over £1m to external funders and suffer negative reputational impact.</p>
<b>Decision required:</b>	<p>Approves the Business Case Allocates <b>£1,615,746.40</b> for the project into the Capital Programme funded externally by S106, Youth Investment Fund and Urban Innovation Actions Fund.</p> <p>Authorises the procurement process.</p> <p>Authorises the Service Director for Street Services to approve business cases and award contracts relating to this project where they would otherwise not have authority to do so.</p>

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

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

<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	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.	<p>There is no negative impact to service users, communities or residents with protected characteristics, nor any PCC employees.</p> <p>In fact it is considered that as the project is open to all, delivery of the Youth Investment Fund activity will contribute positively to the health and wellbeing of residents, communities and many groups with protected characteristics across Plymouth.</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
<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> </ul>			

	<ul style="list-style-type: none"> <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> <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>			
<b>Gender reassignment</b>	<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>			
<b>Care experienced individuals</b>	<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</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>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>			
<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><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>			

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

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	N/A		

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	N/A		
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	N/A		
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	N/A		
<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>	N/A		
<b>Plymouth is a city where people from different backgrounds get along well.</b>	N/A		