


EQUALITY IMPACT ASSESSMENT – TINSIDE POOL RENEWAL

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

| | | | | | | | | | |
|---|--|--------------------------------|---|----------------------------|----------|--|-------------|-------------------------|-------------|
| Author(s): This is the person completing the EIA template. | Patrick Knight | Department and service: | Place, Economic Development | Date of assessment: | 12/07/23 | | | | |
| Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA. | Kat Deeney | Signature: |  | Approval date: | 21/07/23 | | | | |
| Overview: | <p>This business case seeks permission to accept a Youth Investment Fund (YIF) capital grant of £1,803,034 and, also, allocate £1,180,000 (made up of £530,000 for repairs to buildings including £400,000 for Mechanical & Electrical (M & E) Plant end of life replacements, plus a £250,000 contingency) from PCC's FM 'Improvement to the corporate estate' fund programme towards the £3,241,337 total cost of the proposed improvements to Tinside Lido.</p> <p>Finally, the YIF grant includes £442,590 revenue. (Please note that reference to the revenue is for information only, as not relevant to this capital business case).</p> <p>The proposed improvements will help transform Tinside Lido's customer offer and experience, by investing in the repair and refurbishment of:</p> <ul style="list-style-type: none"> • Underused, first floor of the main Lido building (Listed), to create a multi-purpose space and associated café/bar, for use by the community, particularly to enable youth progression activities. • The single-storey building ('Building B'), located between the Lido pool and Tinside Cove (also Listed), to bring it into use as a youth outreach/watersports hub. <p>Together, the improvements will enable community use of the Lido, in particular youth workers to engage with and support young people/adults to build confidence, develop skills, undertake marine-related training and learn about blue sector career opportunities in Plymouth.</p> <p>PCC's match funding contribution will deliver the following essential repairs:</p> <table data-bbox="501 1347 1456 1426"> <tr> <td>Reception area and minimum refurbishment</td> <td>£150,000.00</td> </tr> <tr> <td>Terrace / waterproofing</td> <td>£320,000.00</td> </tr> </table> | | | | | Reception area and minimum refurbishment | £150,000.00 | Terrace / waterproofing | £320,000.00 |
| Reception area and minimum refurbishment | £150,000.00 | | | | | | | | |
| Terrace / waterproofing | £320,000.00 | | | | | | | | |

| | |
|---------------------------|---|
| | <p>Railings £60,000.00</p> <p>M & E Plant end of life replacements £400,000.00</p> <p>Contingency £250,000.00</p> <p>Total: £1,180,000.00</p> <p><i>The key risks are:</i></p> <p>Programme - the YIF grant delivery programme is tight, so we must ensure early completion of RIBA Stage 4 designs and the procurement of a suitable delivery team/contractor.</p> <p>Inflation - current construction cost inflation is exceptionally high, so mitigate this risk we have included a significant contingency budget.</p> |
| Decision required: | <p>This business case seeks permission to accept a Youth Investment Fund (YIF) grant of £1,803,034 and, also allocate PCC capital programme match funding of £780,000, towards the £2,841,337 total cost of the proposed improvements to Tinside Lido.</p> <p>Authorises the procurement process.</p> <p>To authorise Service Director for Economic Development 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

| | | | | |
|---|------------|--|-----------|---|
| Potential external impacts: | Yes | | No | x |
| Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics? | | | | |
| Potential internal impacts: | Yes | | No | x |
| Does the proposal have the potential to negatively impact Plymouth City Council employees? | | | | |

| | | | | |
|--|--|--|-----------|---|
| 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. | <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 |
|---|--|--|------------------------------|---|
| Age | <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> | No adverse impact. Indeed the project is designed to enable more people, particularly young people, to access the Lido | N/A | N/A |

| | | | | |
|---|--|---|-----|-----|
| | <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. • 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. The existing Lido lift enables access to the first floor, whilst new ramps will enable wheelchair access to Building B (youth/watersports hub) | N/A | N/A |
| 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. The project will promote access to all | N/A | N/A |
| Care experienced individuals (Note that as per the Independent Review of Children's Social Care | 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>recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</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>Marriage and civil partnership</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>No adverse impact. The project will promote access to all</p> | <p>N/A</p> | <p>N/A</p> |
| <p>Pregnancy and maternity</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>No adverse impact. The project will promote access to all</p> | <p>N/A</p> | <p>N/A</p> |

| | | | | |
|---------------------------|--|---|-----|-----|
| 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> | No adverse impact. The project will promote access to all | N/A | N/A |
| 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> | No adverse impact. The project will promote access to all | N/A | N/A |
| Sex | 51 per cent of our population are women and 49 per cent are men (2021 Census). | No adverse impact. The project will promote access to all | N/A | N/A |
| 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 residents describe their sexual orientation using a different term (2021 Census). | No adverse impact. The project will promote access to all | N/A | N/A |

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

| Human Rights | Implications | Mitigation Actions | Timescale and responsible department |
|--------------|--------------|--------------------|--------------------------------------|
| | N/A | N/A | N/A |

SECTION FIVE: OUR EQUALITY OBJECTIVES

| Equality objectives | Implications | Mitigation Actions | Timescale and responsible department |
|---|--|--------------------|--------------------------------------|
| Celebrate diversity and ensure that Plymouth is a welcoming city. | This project aims to achieve this, in particular by promoting access to the Waterfront and the NMP for all | N/A | N/A |
| Pay equality for women, and staff with disabilities in our workforce. | N/A | N/A | N/A |
| Supporting our workforce through the implementation of Our People Strategy 2020 – 2024 | N/A | N/A | N/A |
| Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes. | N/A | N/A | N/A |
| Plymouth is a city where people from different backgrounds get along well. | N/A | N/A | N/A |