


EQUALITY IMPACT ASSESSMENT – NATIONAL LOTTERY HERITAGE FUND BID SUBMISSION ROUND 2 – PLYMOUTH SOUND NATIONAL MARINE PARK

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Elaine Hayes	Department and service:	Economic Development, Place	Date of assessment:	31/08/2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Kat Deeney	Signature:		Approval date:	01/09/2023
Overview:	<p>The National Lottery Heritage Fund Round 2 bid is now ready for submission. The focus of the project is to support underserved communities in Plymouth to have increased access to the sea and coast through a suite of both capital and revenue interventions.</p> <p>The delivery stage of the bid will catalyse work to deliver the NMP vision over a 5 year period, starting in January 2024 if the bid is successful.</p> <p>The project is an integrated, transformative and collaborative programme of work to enable a new relationship between the City and sea, which benefits people and nature. The aim of the different areas of the project is to work holistically together to bring the NMP to life. The project includes;</p> <ul style="list-style-type: none"> • An inclusive Activity Plan, which will provide diverse and opportunities to engage with the Park, discover and learn more about the NMP and support activities to help enhance and care for the Park; • Sensitive Capital enhancements to key hubs along the waterfront opening up new places and spaces for communities to enjoy and engage with the NMP; • Pioneering Nature restoration initiatives; • An innovative Digital Park to ensure the heritage beneath the waves is visible, accessible and inspirational; • An Interpretation Plan which will highlight the past, present and future, co-designed with our communities and reaching into the heart of our city. 				

This cohesive programme has been designed to enable a new sustainable relationship with the sea. By removing identified barriers to access, it will enable communities across the city to engage with the NMP in a manner that is relevant and beneficial to them. There will be a focus on working alongside communities that currently have little or no engagement with the NMP. This will deliver significant benefits and ensure that the NMP is inclusive and welcome for all. Detailed below is an explanation of the different components of the bid, shown as separate elements in the paper but will be delivered as an integrated programme.

Engagement in Project Design

To help inform the project design and delivery and, ensure that equality diversity and inclusion is at the centre of our project, we have engaged with local community organisations including; disability groups, the LGBTQ+ community, and organisations that work with neurodivergent individuals.

During the test and trial phase we have spoken directly to 10,000 people, inspired over 7,000 school children, reached millions through our digital engagement and motivated over 200 people to become volunteers. The project team and partners have worked with our communities to provide genuine engagement and a deep understanding of how this project can drive a very positive transformation for people, the environment and Plymouth.

Over the past 2 years the project has ensured inclusive engagement has enabled communities to shape the project that will be submitted at the next stage, as well as ensuring people had the opportunity to interact with the NMP in new ways. Over the development period the project delivered:

- **Sea in the Park** – Cross city events taking the NMP to the communities with interactive activities, 16 events, 938 attendees
- **Meet the Marine Park** – Focused group sessions with 137 young people
- **School Archaeology Camp** - 24 attendees pupil premium
- **Swim Safe** - 59 attendees at 5 locations
- **Big Blue Splash** – ‘Have a go’ festival 2,200 attendees
- **Mini Blue Splashes** – Smaller group ‘Have a go’ events 390 attendees, including children with trauma and SEND.
- **2 NMP Open Weekends** – Hosted at the National Marine Aquarium over 5000 people attend this year. 57% of people attending came from groups we had a focus on engaging.
- **Integrated schools programme**, visits and virtual tours - trialling new ways to teach about the NMP in line with curriculum requirements, 27 schools, 749 children

	<ul style="list-style-type: none"> • NMP Walks – 6 events, 48 people • Art sessions – 3 events at 3 different locations - 42 attendees • Over 155 community groups engaged – throughout the period. • STEM events – 400 pupil premium Key Stage 2 pupils over 2 days • Volunteer programme – 656 volunteer hours (March 23 figures) • Community event attended - 42 community events • Youth Work Patrols with detached youth workers: 22 patrols • Digital demonstrators – 5 cohorts, focused sessions and pop up even • Workshops, interviews and meetings – to shape the capital interventions. <p>There will be a requirement for a full Business Case and an Executive Decision to accept the funding and add it to the capital programme if the funding is secured.</p>
Decision required:	<p>The decision is the recommendations in the Executive Decision Report. The recommendations are as follows:</p> <p>That the Leader of the Council agrees to:</p> <ol style="list-style-type: none"> 1. Submit a delivery stage bid (as outlined in this report) for the National Marine Park Horizons Project to the National Lottery Heritage Fund by the deadline of the 15th September 2023; 2. Provide a £2million underwrite as part of the match funding support for the National Marine Park Horizons Project bid submission; 3. Delegate authority be given to the Service Director (Economic Development) to complete and submit the detail of the bid to the National Lottery Heritage Fund.

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: 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		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The need to do a full equality impact assessment will be reviewed if the funding bid is successful. The funding decision should be available late December 2023.			

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> <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 impacts anticipated	Not applicable	Not applicable

	<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>			
<p>Care experienced individuals</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 impacts anticipated	Not applicable	Not applicable

Disability	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	No adverse impacts anticipated	Not applicable	Not applicable
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 impacts anticipated	Not applicable	Not applicable
Marriage and civil partnership	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 impacts anticipated	Not applicable	Not applicable
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 impacts anticipated	Not applicable	Not applicable

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 impacts anticipated	Not applicable	Not applicable
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 impacts anticipated	Not applicable	Not applicable
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impacts anticipated	Not applicable	Not applicable
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 impacts anticipated	Not applicable	Not applicable

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts to human rights are anticipated. The project will support refugees living in Plymouth through understanding their needs and how they can best access the sea and coastline	Not applicable	2024-2029 Place

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impacts are anticipated. The project is centred around ensuring that all communities feel welcome and supported to access the sea and the coast. The Activity Plan sets out in detail how this will be delivered. An engagement plan will help to ensure that both communities of interest and geography are engaged in the project.		2024-2029 Place
Pay equality for women, and staff with disabilities in our workforce.	No adverse impacts are anticipated.	Not applicable	2024-2029 Place
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	All PCC recruitment will be in accordance with the Our People Strategy and its successor	Not applicable	2024-2029

			Place
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	Not applicable	Not applicable	
Plymouth is a city where people from different backgrounds get along well.	No adverse impacts are anticipated. The Activity Plan will offer opportunities for all and will tailor activities and events to meet the needs of all our communities. An engagement plan will help to ensure that both communities of interest and geography are engaged in the project.	Not applicable	2024-2029 Place