


EQUALITY IMPACT ASSESSMENT – [COST OF LIVING ACTION PLAN]

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Rachel Silcock	Department and service:	Department of Public Health	Date of assessment:	25 May 2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Ruth Harrell, Director of Public Health	Signature:		Approval date:	25 May 2023
Overview:	<p>When considering this EIA it is important to have due regard to the public sector equalities duties imposed upon the Council by section 149 Equalities Act 2010.</p> <p>Plymouth residents are struggling with the rising cost of living. Food and non-alcoholic beverage prices rose by 16.7% in the 12 months to February 2023, up from 16% in January. The annual rate of inflation for this category had risen for 17 consecutive months, from minus 0.6% in July 2021 however January saw a very slight drop in the rate. In May 2023 there is ongoing double digit inflation in basic food stuffs. For many the very basics are becoming unaffordable with many parents worrying about how they will feed their children in the schools holidays.</p> <p>The price of home fuel is one of the biggest drivers for increased cost of living and this remains a pressure with an increase of 66.7% in Electricity and 129.4% in gas over the last 12 month.</p> <p>Research undertaken during December 2021 to January 2022 found that 20% of Plymouth households are food insecure (either with very low or low security) and levels of insecurity were even higher in some types of households. Specifically, the impact of the COVID-19 pandemic on food security had been most severe in households with:</p> <ul style="list-style-type: none"> • Income below £20,000 pa: • 1+ person with mental health condition: • Children present: and/or • Single adult households. 				

	<p>Furthermore, reflecting the diverse levels of deprivation and prosperity in the city, significant differences in food security were found in different areas of Plymouth. A quarter of households in the Western & Waterfront wards were currently food insecure (27%). Those in social housing or private rented accommodation are also much more likely to be food insecure than those people with mortgages. Households with children/young people were significantly more likely to be experiencing food insecurity (28%) than those without (16%). Nearly half of lone adult households with children/young people said that they were experiencing insecurity (45%), making them among the most likely of all groups to need food support.</p> <p>There has been an 89.4% increase in approaches to CAB for the period of April to December 2022 compared to the same period in 2021 when considering the five key cost of living issues. Notably the biggest increase in approaches relates to charitable support and food banks which has risen by 346% in the same period this is followed by energy related approaches which saw a 140% increase. There has however been a 32% decrease in council tax arrears issues and smaller drops in approaches for energy debts and Personal Independence Payment claims.</p> <p>The Cost of Living Working Group will develop an Action Plan to support residents to become more resilient to energy, food and financial insecurity.</p>
Decision required:	It is recommended that the H&WB note the Cost of Living Action Plan

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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

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. • 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>No. Our strategic intentions confirm the ambition to truly give every child “A Bright Future” by commissioning and providing place based Integrated Children, Young People and Families services covering wellbeing, physical and mental health, social care and education. Children, young people and families will be supported to stay safe, healthy, achieve and aspire. The Cost of Living Action Plan will support our ambitions, during these challenging times, which includes support to other vulnerable groups</p>	<p>To include;</p> <p>Provide funding from the Household Support Fund to our most vulnerable children, young people and families in our society, across the full range of ages, specifically food vouchers during the school holidays to those families on Free School Meals and other vulnerable families.</p> <p>Review opportunities to ensure that families and older people are signposted to good quality information and advice for income maximisation</p>	<p>To be further developed through the Cost of Living Working Group</p> <p>Ruth Harrell and David Haley</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.	The plan supports the provision of additional help for people facing homelessness, including Household Support Fund payments to people who are at risk of homelessness or in temporary accommodation. There are also actions to promote education, employment and training. Care experienced people will be targeted within these interventions	To be further developed through the Cost of Living Working Group Ruth Harrell and Director for Children, Young People and Families
<p>Disability</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 physical or mental health problem (2021 Census)</p>	No adverse impact identified.	Households with a disability or long-term illness will be prioritised for support from the Household Support Fund. A take-up campaign of under claimed benefits will target these groups	To be further developed through the Cost of Living Working Group Ruth Harrell

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 gender identity or reassignment related impact has been identified.		Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles
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 marriage or civil partnership related impact has been identified		
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 pregnancy or maternity impact has been identified		
Race	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 has been identified	Support measures will be promoted in partnership with a wide range of BAME organisations. Appropriate measures need to be put in place to ensure that language barriers do not adversely affect people's ability to access support.	Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles

	Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).			
Religion or belief	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).	This programme will not discriminate against faith, religion or belief.	All information provided will be circulated to faith groups with options to have multi-language versions	Ongoing. Policy and Intelligence Team Office of the Director of Public Health
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	This programme will not discriminate on the basis of gender, except where single parent households will be prioritised for funding, the majority of which are female		Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles
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 has been identified	The Household Support Fund and other support measures in the plan will be promoted in partnership with a wide range of LGBTQ+ organisations	Ongoing Ruth Harrell

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	It is important that all residents are treated fairly, their views are taken into account and that their human rights have been respected. No adverse impact on human rights has been identified.		On-going Ruth Harrell

SECTION FIVE: OUR EQUALITY OBJECTIVES

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