


EQUALITY IMPACT ASSESSMENT – ARMADA WAY CONSULTATION

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s):	Laura Hill	Department and service:	Policy and Intelligence, Executive Office	Date of assessment:	05/10/2023
Lead Officer:	Giles Perritt, Assistant Chief Executive	Signature:		Approval date:	05/10/2023
Overview:	<p>Plymouth City Council has engaged an independent company – Engage Communicate Facilitate (ECF) – to lead the management, delivery and evaluation of the public consultation that will gather insight to help shape the final design of Armada Way. Working with external experts to deliver the consultation provides reassurance that the process will be fair, transparent and in line with industry guidance and best practice. The consultation, which will last six weeks, will be hosted on an external website. The demographics of participants taking part in engagement activities will be monitored to ensure that they are representative of the wider community.</p> <p>This equality impact assessment aims to ensure that appropriate consideration has been given to equality, diversity and inclusion during the design of the Armada Way consultation.</p>				
Decision required:	To agree and implement the Consultation Strategy and Plan September 2023 for Armada Way.				

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	x	No	
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.	Not applicable, a full EIA has been completed.			

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. 	There is an increased likelihood for older people to be digitally excluded. To minimise the likelihood of this occurring, the consultation process itself is designed to encourage participation. Both digital and hard-copy/in-person materials and methods will be deployed. All documents and online/offline content will be accessibility checked. Engagement with partners will ensure that older people have access to these documents. For example,	Not applicable.	Not applicable.

	<ul style="list-style-type: none"> • 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>Those aged 75 and over are less likely to have access to the internet at home (Ofcom, 2022).</p>	<p>they will be deployed in libraries and community centres. Where in person engagement is taking place, any venue will be accessible. This includes the hearing loops and British Sign Language interpreters where required.</p> <p>ECF will be using existing forums to engage with community groups and partners where appropriate.</p> <p>To ensure that a range of voices are heard, engagement activities will also take place with young people and will include for example the Youth Parliament.</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</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</p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

protected characteristic).	<p>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>			
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> <p>Disabled people are less likely to have access to the internet when compared to the wider population (ONS, 2020)</p>	<p>The consultation process itself is designed to encourage participation by disabled people and their carers. Both digital and hard-copy/in-person materials and methods will be deployed. All documents and online/offline content will be accessibility checked. An easy read format containing key information will be available. This includes the hearing loops and British Sign Language interpreters where required.</p> <p>Where in person engagement is taking place, any venue will be accessible.</p> <p>ECF will be using existing forums to engage with community groups and partners where appropriate.</p>	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	No adverse impacts are anticipated.	Not applicable.	Not applicable.

	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).			
Marriage and civil partnership	<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>	No adverse impacts are 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 are 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>	<p>No adverse impacts are anticipated. The consultation process itself is designed to encourage participation especially with seldom-heard groups. Both digital and hard-copy/in-person materials and methods will be deployed. All documents and online/offline content will be accessibility checked and will be written in plain English. An easy read format containing key information will be available.</p> <p>For those people who speak English as a second language,</p>	Not applicable.	Not applicable.

		an easy read version including the key information will be available. ECF will be using existing forums to engage with community groups and partners where appropriate. Information will also be able to be translated where requested.		
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).	No adverse impacts are 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 are anticipated. The consultation process itself is designed to encourage participation. Consideration will be given to the timing of any events to ensure that parents/carers will not be excluded. ECF will be using existing forums to engage with community groups and partners where appropriate.	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,	No adverse impacts are anticipated.	Not applicable.	Not applicable.

	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).			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts to human rights are anticipated.	Not applicable.	Not applicable.

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 consultation strategy has been commissioned and designed to strongly reflect the Council's values regarding equality and diversity. Particular attention has been given to ensuring that seldom heard groups have an opportunity to have their voices heard.	Not applicable	Not applicable
Pay equality for women, and staff with disabilities in our workforce.	No adverse impacts are anticipated.	Not applicable	Not applicable
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	We are committed to ensuring that our employees feel safe and treated with dignity while carrying out their roles.	We will ensure that employees are supported in the event of abusive verbal/written comments being directed towards them.	Not applicable

Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No adverse impacts are anticipated.	Not applicable	Not applicable
Plymouth is a city where people from different backgrounds get along well.	No adverse impacts are anticipated. Ensuring a meaningful consultation will allow the Council to identify the next steps that are required to ensure that Armada Way and in turn the city centre is a welcoming area for all.	Not applicable	Not applicable