


EQUALITY IMPACT ASSESSMENT – MUSIC CONCERTS ON THE HOE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Victoria Allen	Department and service:	Economic Development Economy, Enterprise and Employment.	Date of assessment:	24 October 2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Amanda Ratsey	Signature:		Approval date:	24 October 2023
Overview:	<p>Live Nation Entertainment is the world's leading live entertainment company comprised of global market leaders: Ticketmaster, Live Nation Concerts, LN Media and Artist Nation Management.</p> <p>Having visited the Hoe and met with the PCC Events Team, Live Nation are keen to invest in a long-term strategy to grow an event in partnership with the Council.</p> <p>We are proposing to enter into a commercial agreement for up to 4 consecutive concert days in 2024 with a ticketed capacity of 15,000 to 20,000 per day. Following a review of the event in year one, there would be an opportunity to extend the agreement for years 2-5, and again for years 6-10. Each year, event dates and capacity would be mutually agreed.</p>				
Decision required:	To enter into an agreement with Live Nation to host an annual live music concert on the Hoe, beginning in 2024 and with the potential to extend over the next 10 years.				

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	
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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. 	Safeguarding children	<p>Protection of Children from Harm is one of the four licencing objectives that the event organisers must comply with.</p> <p>There will be a clear Lost/found Children procedure within the Event Management Plan with DBS checked staff dealing with this provision.</p> <p>Lost children searches will be coordinated with Stewards, Security and the Police through Event Control and liaison with the PCC out of hours safeguarding team as appropriate.</p> <p>A Personal Licence Holder will be on site throughout the time alcohol is being sold.</p>	<p>In event planning and live event days.</p> <p>PCC Public Protection and Events Teams.</p>

	<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>All alcohol sales will be subject to a Challenge 25 policy and all staff will be trained in this policy with training records available for inspection by PCC.</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>	<p>Care experienced individuals are not able to access the event.</p>	<p>Live Nation will provide PCC with 200 free tickets per concert day which we will distribute to identified communities, particularly care experienced young people.</p>	<p>In advance of each concert.</p> <p>Events Team working with Children’s Services</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>	Discrimination and hate crimes taking place at the event.	<p>'Prevention of Crime and Disorder' and 'Public Safety' are two of the four licencing objectives that the event organisers must comply with.</p> <p>The organisers will adhere to the Purple Guide to Health, Safety and Welfare at Outdoor Events regarding appropriate levels of SIA registered security and stewarding. In addition, it is anticipated that the Police will deploy a full command structure at the event which will include a Bronze Tactical Commander on site and additional policing in and around the event, plus the use of a safety drone. The event Security teams will work closely with the Police to ensure a safe and enjoyable environment for all. Police Bronze and Security Manager will be co-located in Event Control.</p>	<p>In event planning and live event days.</p> <p>PCC Public Protection and Events Teams.</p>
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>	Discrimination and hate crimes taking place at the event.	As above	
Gender reassignment	<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>	Discrimination and hate crimes taking place at the event.	As above	

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).	Discrimination and hate crimes taking place at the event.	As above	
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)	Disabled people are not able to access the event. Discrimination and hate crimes taking place at the event (see mitigation above).	The PCC Events Team have been working hard to ensure all events are inclusive and accessible. To this end we have established the Events Inclusion and Access Group which has representation from different groups working and living with disabilities both visible and invisible. The purpose is to listen and gather feedback to improve our events by working together collaboratively and constructively. The proposed new music event will be included in discussion and development with this group. In addition, the organisers will work towards the Silver level accreditation on the Attitude is Everything Live Events Charter , which is an industry standard designed to help build disability equality into all aspect of the event. The charter will cover many points including: <ul style="list-style-type: none"> • Pre-event information and communications. • Bookable access such as companion tickets and viewing platforms. • Access-related policies such as assistance dogs, food and drink. • Physical accessibility around the venue or event. 	In event planning and live event days. Events Team

			<ul style="list-style-type: none"> • Access to performance such as viewing platforms/areas • Accessible facilities • Accessibility for artists, volunteers and employees. • Staff briefing and training. 	
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	Violence Against Women and Girls	<p>The event organisers will work in partnership with the Police to make the event as safe as possible for women and girls. This will include specific security patrols of secluded areas (including toilets), appropriate site lighting, ‘Ask for Angela’ and drink spiking initiatives supported by the bar providers and the reporting of all suspicious behaviours such as:</p> <ul style="list-style-type: none"> ○ Males loitering without reason and / or persistently returning to an area after being asked to leave ○ Males persistently making unwanted contact towards females ○ Males blocking females from leaving a space, venue, event, or area ○ Males making lewd comments or unwanted sexual advances towards females ○ Males trying to isolate females and / or taking them away by physically pulling or pushing 	
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.	Pregnant women not able to access medical facilities	The organisers will adhere to the Purple Guide to Health, Safety and Welfare at Outdoor Events regarding appropriate medical and welfare provision at the event. A competent medical provider will be appointed who will produce a detailed	<p>In event planning and live event days.</p> <p>PCC Public Protection and Events Teams</p>

			medical plan and risk assessment. There will be a medical centre and conveyancing ambulances within the event site and a Medical Manager will be co-located in Event Control alongside the Police, Security and Safety teams.	
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>	None identified		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	Modern slavery in the workforce or supply chain.	Live Nation are dedicated to implementing and enforcing controls to ensure that all individuals are treated with dignity and respect to ensure modern slavery is not taking place anywhere in their own business or in any of their supply chains. Their full Modern Slavery policy can be found here .	Immediate Events Team

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		