

EQUALITY IMPACT ASSESSMENT – NET ZERO ACTION PLAN

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Paul Barnard	Signature:	Paul Barnard	Approval date:	25/01/2024
Overview:	<p>This Equality Impact Assessment (EIA) is a strategic assessment of the Council's Net Zero Action Plan. Given that the Net Zero Action Plan contains multiple individual initiatives, some of which will need to have their own EIAs at decision-making stage, this equality impact assessment appraises the plan as a whole rather than its individual components. This EIA will be reviewed on an annual basis to ensure it remains up to date.</p> <p>The Net Zero Action Plan (NZAP) is a three-year delivery plan, setting out the City Council's proposals to reduce greenhouse gas emissions in order to achieve the Plymouth Plan's policy aim for Plymouth to achieve net zero by 2030. First, it includes strategic commitments to reduce emissions from the facilities we own and the services we deliver. Second, it makes commitments as to how we will use our influence to help the city as a whole move towards net zero.</p>				
Decision required:	Support and endorse the Plymouth City Council Net Zero Action Plan 2024-2027.				

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	✓
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	✓

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 two)	Yes	✓	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The NZAP is not anticipated to have adverse impacts of service users, communities, residents or staff. However, due to the strategic nature of the document, this impact assessment has been conducted. The NZAP contains multiple initiatives which will be the object of individual Equality Impact Assessments (EIA) when they reach the decision-making stage.			

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>Actions in the plan are not anticipated to affect our service delivery, or to have adverse impacts on staff, residents or service users on the grounds of age.</p> <p>As climate change becomes a reality, it will bring in major challenges in the future which may negatively affect the younger generation. The Net Zero Action Plan is a means to mitigate these anticipated negative impacts.</p>	<p>Any impacts on people from different age groups which cannot be foreseen at this stage will be picked up by EIAs conducted when individual proposals reach decision-making stage.</p>	<p>EIAs will be completed as proposals develop and are brought forward. This is where appropriate mitigations and timeframes will be identified for our activities.</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>(Data sourced from the 2021 Census)</p>			
<p>Care experienced individuals (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>Actions to reduce emissions are not intended to reduce services provided to individuals with experience of care.</p>	<p>Any impacts on care-experienced individuals which cannot be foreseen at this stage will be included in EIAs conducted when individual proposals reach decision-making stage.</p>	<p>EIAs will be completed as proposals develop and are brought forward. This is where appropriate mitigations and timeframes will be identified for our activities.</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>Actions to reduce emissions are not intended to reduce services provided to users and residents with disabilities. Some of the activities proposed in the NZAP will promote active travel and public transport, which may present challenges for residents and service users with disabilities, for example those with mobility or sight impairment, whose needs will be considered on a project-by-project basis.</p>	<p>This is mitigated by the design and delivery of individual projects, which will be subject to EIA as and when proposals reach decision-making stage.</p>	<p>Individual EIAs will identify appropriate mitigations and timeframes and reasonable adjustments made to promote fair access.</p>
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 trans women (2021 Census).</p>	<p>Actions in the plan are not anticipated to impact service delivery for trans and non-binary individuals, nor are they anticipated to have adverse impacts on trans and non-binary staff, residents or service users.</p>	<p>Any impacts on trans on non-binary people which cannot be foreseen at this stage will be picked up by EIAs conducted when individual proposals reach decision-making stage.</p>	<p>Individual EIAs will identify appropriate mitigations and timeframes and reasonable adjustments made to promote inclusion.</p>
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 partnership of the same sex. 0.06 per cent of residents are in a civil partnership with the opposite sex (2021 Census).</p>	<p>Actions in the plan are not anticipated to have adverse impacts on staff, residents and service users who are married or in a civil partnership.</p>	<p>Any impacts on people who are married or in a civil partnership which cannot be foreseen at this stage will be addressed when individual proposals reach decision-making stage.</p>	<p>Individual EIAs will identify appropriate mitigations and timeframes and reasonable adjustments made to promote inclusion.</p>

Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate for Plymouth in 2021 was 1.5.	Actions in the plan are not anticipated to affect services provided to mothers and pregnant women, nor are expected to have adverse impacts on mothers and pregnant women.	Any impacts on mothers and pregnant women which cannot be foreseen at this stage will be addressed when individual proposals reach decision-making stage.	Individual EIAs will identify appropriate mitigations and timeframes and reasonable adjustments made to promote inclusion.
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.</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.</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.</p>	Actions in the plan are not anticipated to have adverse impacts on staff, residents or service users on grounds of ethnicity.	Any impacts on people from different ethnic groups which cannot be foreseen at this stage will be addressed by EIAs conducted when individual proposals reach decision-making stage.	Individual EIAs will identify appropriate mitigations and timeframes and reasonable adjustments made to promote inclusion.
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>	Actions in the plan are not anticipated to have adverse impacts on staff, residents or service users on religious grounds.	Any impacts on the ground of religious beliefs which cannot be foreseen at this stage will be addressed when individual proposals reach decision-making stage.	Individual EIAs will identify appropriate mitigations and timeframes and reasonable adjustments made to promote inclusion.
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	Actions in the plan are not anticipated to have adverse impacts on staff, residents or	Any impacts on different gender groups which cannot be foreseen at	Individual EIAs will identify appropriate mitigations and timeframes and reasonable

		service users on gender grounds.	this stage will be addressed when individual proposals reach decision-making stage.	adjustments made to promote inclusion.
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.	Actions in the plan are not anticipated to have adverse impacts on staff, residents or service users on grounds of sexual orientation.	Any impacts on the ground of sexual orientation which cannot be foreseen at this stage will be addressed when individual proposals reach decision-making stage.	Individual EIAs will identify appropriate mitigations and timeframes and reasonable adjustments made to promote inclusion.

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>As far as can reasonably be foreseen, the proposals in the Net Zero Action Plan are respectful of the fundamental rights and freedoms that everyone in the UK is entitled to, as laid out in the Human Rights Act. Due to its strategic nature, it is not possible at this stage to assess all the implications of each individual actions.</p> <p>Our role is to ensure, whenever we can, that our city's transition to net zero is just and leaves no one behind.</p>	<p>Our engagement activities will follow the principles set out in paragraph 2.1 of the City Council's Statement of Community Involvement, and will promote equality and diversity. These conversations will help us continually improve our climate action plans to ensure they continue to be inclusive.</p> <p>The delivery of the actions of the NZAP will comply with the requirements of the Equality Act 2010. When they reach the decision-making stage, the individual initiatives proposed in this plan that require an Equality Impact Assessment will be assessed individually.</p>	2024-2027 – Climate Emergency Board

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	Plymouth City Council is committed to celebrating the diversity of the city, but this responsibility is outside the boundaries of the Net Zero Action Plan. The NZAP is not intended to have adverse impacts on this agenda. Taking climate action by reducing emissions to zero as rapidly as possible and putting in place plans to mitigate the worst impacts of climate change is the best way to bring about positive outcomes for all, including current and future generations, irrespective of age, race, disability, gender, sexual orientation or religion.	Not applicable	Not applicable
Pay equality for women, and staff with disabilities in our workforce.	Plymouth City Council is committed to promoting equality and the fair treatment of its workforce. As an employer, we have a clear policy of paying employees equally for the same or equivalent work regardless of gender or disability. The Council operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and are based wholly on the role being undertaken. This is outside of the scope of the Net Zero Action Plan.	Not applicable	Not applicable
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	Our People Strategy 2020 – 2024 sets out our approach towards ensuring that the Council’s workforce can adapt and meet the ever-changing needs of the Council and our residents. The NZAP ensures that staff are trained in carbon literacy and	Delivery of a staff engagement programme and staff training.	2024 and then ongoing.

	supported to adopt low carbon behaviours in support of the transition to Net Zero		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	The Council is committed to reducing and tackling hate crime. This is outside the scope of the Net Zero Action Plan.	Not applicable	Not applicable
Plymouth is a city where people from different backgrounds get along well.	The Council is committed to promoting cohesion within the city. This commitment is outside the boundaries of the Net Zero Action Plan.	Not applicable	Not applicable

