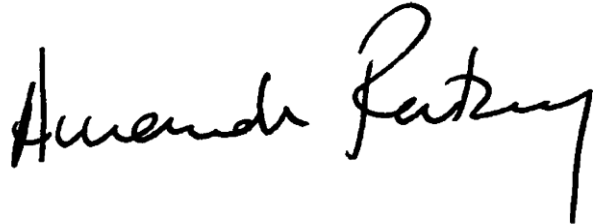


# EQUALITY IMPACT ASSESSMENT – LUF 3

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Erinc Tabak	<b>Department and service:</b>	Place, Economic Development, EEE	<b>Date of assessment:</b>	28 February 2024
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Amanda Ratsey	<b>Signature:</b>		<b>Approval date:</b>	01.03.24
<b>Overview:</b>	<p>Plymouth City Council have been awarded a grant of £19.95m which will unlock essential capital works to key assets across the city, benefitting local communities and establishing Plymouth as a Net Zero Port City with an exemplary waterfront.</p> <p>Following a submission to Round 2 of LUF which was unsuccessful, DLUHC have since reconsidered our application and announced that the full amount would be awarded to us in Round 3. Following this announcement, Plymouth City Council has put together the necessary documentation for government and we are now awaiting their response and formal offer.</p> <p>The project will have an extremely tight delivery window as all funding will need to be spent by March 2026. In order to minimise delay, we are asking for agreement to accept the funding and to authorise Anthony Payne (Strategic Director for Place) as SRO to accept any funding.</p> <p>Each individual project will have their own decisions – for which the necessary democratic process will be followed.</p>				
<b>Decision required:</b>	<ol style="list-style-type: none"> <li>1. Agree to accept up to £19,946,417 for the project 'Plymouth and South Devon Freeport (Freeport) – Accelerating Plymouth's Waterfront Regeneration' from DLUHC as part of the third round of the Levelling Up Fund [subject to the Strategic Director of Place's subsequent approval of the terms of the grant];</li> <li>2. Authorise the Strategic Director for Place (As senior Responsible Officer), to accept the funding and allocate the DLUHC grant funding to relevant partners and to approve the terms of such funding awards where they do not already have the authority to do so.</li> </ol>				

**SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<p><b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	<b>Yes</b>		<b>No</b>	x
<p><b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	<b>Yes</b>		<b>No</b>	x
<p>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)</p>	<b>Yes</b>		<b>No</b>	x
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	<p>The proposal does not have the potential to negatively impact service users, communities or PCC employees. Furthermore, there is no assumed adverse impact for any of cohorts set out in section The projects funded through LUF will be subject to individual decisions. We therefore feel that a full EIA is not required at this stage.</p>			

**SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT**

<b>Protected characteristics (Equality Act, 2010)</b>	<b>Evidence and information (e.g. data and consultation feedback)</b>	<b>Adverse impact</b>	<b>Mitigation activities</b>	<b>Timescale and responsible department</b>
<b>Age</b>	<p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 per cent of people in Plymouth are children aged under 15.</li> <li>• 65.1 per cent are adults aged 15 to 64.</li> </ul>			

	<ul style="list-style-type: none"> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>			
<p><b>Care experienced individuals</b></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</p>			

	<p>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>			
<b>Disability</b>	<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>			
<b>Gender reassignment</b>	<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>			
<b>Marriage and civil partnership</b>	<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>			
<b>Pregnancy and maternity</b>	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total</p>			

	fertility rate (TFR) for Plymouth in 2021 was 1.5.			
<b>Race</b>	<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>			
<b>Religion or belief</b>	<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>			
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).			
<b>Sexual orientation</b>	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).			
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**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>The decision is compliant with the Human Rights Act 1998 (HRA).</p> <p>With a focus on economic development, the services to be delivered under this grant agreement need to be mindful of the Human rights act and the rights of the communities covered by the Trust.</p> <p>The HRA conveys the right to:</p> <ul style="list-style-type: none"> <li>▪ life</li> <li>▪ freedom from torture and degrading treatment</li> <li>▪ freedom from slavery and forced labour</li> <li>▪ liberty</li> <li>▪ a fair trial</li> <li>▪ respect for private and family life</li> <li>▪ thought, conscience and religion, and freedom to express your beliefs</li> <li>▪ freedom of expression</li> <li>▪ freedom of assembly and association</li> <li>▪ marry and to start a family</li> <li>▪ peaceful enjoyment of your property</li> </ul>	<p>Structured meetings to ensure that understanding of the HRA provides a foundation for planning of delivery.</p> <p>While the purpose of this document is to ensure compliance with the HRA, it is noted that breaches of the HRA are sometimes associated with work and can provide challenges for those people in the workplace.</p> <p>This will be led by the individual projects.</p>	<p>Capital programme to be delivered by March 2026.</p> <p>Economic Development Economy, Employment and Enterprise</p>

	<ul style="list-style-type: none"> <li>▪ an education</li> <li>▪ participate in free elections</li> </ul> <p>and the right not to be;</p> <ul style="list-style-type: none"> <li>▪ subjected to the death penalty</li> <li>▪ punished for something that wasn't a crime when you did it</li> <li>▪ discriminated against in respect of these rights and freedoms.</li> </ul>		
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**SECTION FIVE: OUR EQUALITY OBJECTIVES**

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	The decision will facilitate the celebration of diversity amongst our communities and ensure Plymouth remains a welcoming city for all.	This will be led by the individual projects.	Capital programme to be delivered by March 2026. Economic Development Economy, Employment and Enterprise
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	All decisions being taken by the council are looking to promote inclusive growth of our economy, including addressing the gender pay gap and other inequalities.	This will be led by the individual projects.	Capital programme to be delivered by March 2026. Economic Development Economy, Employment and Enterprise
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	This decision will support our workforce through the Our People Strategy as well as any strategies that are adopted in its place beyond 2024.	This will be led by the individual projects.	Capital programme to be delivered by March 2026. Economic Development

			Economy, Employment and Enterprise
<p><b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b></p>	<p>While this isn't the purpose of the services under this Agreement, this will be important to optimal delivery and support, signposting and referral mechanisms may be required.</p>	<p>This will be led by the individual projects.</p>	<p>Capital programme to be delivered by March 2026. Economic Development Economy, Employment and Enterprise</p>
<p><b>Plymouth is a city where people from different backgrounds get along well.</b></p>	<p>This is at the heart of the services to be delivered under this Agreement with particular focus on the workplace</p>	<p>This will be led by the individual projects.</p>	<p>Capital programme to be delivered by March 2026. Economic Development Economy, Employment and Enterprise</p>