


# EQUALITY IMPACT ASSESSMENT – [UKSPF SKILLING UP PLYMOUTH PROJECT]

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Victoria Glennon	<b>Department and service:</b>	Economic Development - Place	<b>Date of assessment:</b>	11/03/2024
<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>	12/03/2024
<b>Overview:</b>	<p>This EIA assesses the potential impact of the agreeing to use £307,760.60 of UK Shared Prosperity Funds for the delivery of the UK Shared Prosperity Fund Skilling Up Plymouth project.</p> <p><b>Background</b></p> <ul style="list-style-type: none"> <li>• Plymouth were allocated £3,131,412 for three years (2022/23 - 2024/25) to support a mix of revenue and capital spend.</li> <li>• Plymouth City Council is the Accountable Body for the delivery and management of the UK Shared Prosperity Fund (UKSPF) and as such needs to follow Plymouth City Council processes.</li> <li>• As part of the investment plan submitted to Government on the 01 August 2022 there was a requirement to utilise an existing group or form a Key Partnership Group that would act as an advisory group in order to provide recommendations on the delivery of potential projects. The Plymouth Growth Board was invited to act as this key partnership group and after consultation with the Board, the group has given its positive recommendation on the delivery of this project as a result of the people and skills open call.</li> <li>• To allow and ensure that the project can deliver and spend the UKSPF allocation of money to year 3 (2024/25) before the end of the financial year.</li> <li>• To meet the timelines set out by Government to deliver the UK Shared Prosperity Fund.</li> </ul>				

<b>Decision required:</b>	<ol style="list-style-type: none"> <li>1. To award £307,760.60 of the UK Shared Prosperity Fund to Plymouth City Council Skills team in partnership YMCA Plymouth in accordance with its funding application, as follows:             <ol style="list-style-type: none"> <li>(a) £257,760.60 for revenue expenditure; and</li> <li>(b) Allocates £50,000 for capital expenditure into the Capital Programme</li> </ol> </li> <li>2. To authorise the S151 Officer to enter into and sign any funding agreements and claim forms in relation to the Skilling Up Plymouth project.</li> </ol>
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**SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>		<b>No</b>	X
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	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)	<b>Yes</b>		<b>No</b>	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	This project and the expected activities it will deliver can be considered as not expected to negatively impact upon internal or external groups with protected characteristics. The project has a great potential to positively impact groups of people. This will be reviewed throughout the project's duration.			

**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
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<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> <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>(Data sourced from the 2021 Census)</p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.</p>	<p>Economic Development 2023/24- 2024/25</p>
<b>Care experienced individuals</b> (Note that as per the Independent Review of Children’s Social Care recommendations,	<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</p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.</p>	<p>Economic Development 2023/24- 2024/25</p>

<p>Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>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><b>Gender reassignment</b></p>	<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>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.</p>	<p>Economic Development 2023/24- 2024/25</p>
<p><b>Marriage and civil partnership</b></p>	<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>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.</p>	<p>Economic Development 2023/24- 2024/25</p>
<p><b>Pregnancy and maternity</b></p>	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total</p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable. This will be reviewed and updated</p>	<p>Economic Development 2023/24- 2024/25</p>

	fertility rate (TFR) for Plymouth in 2021 was 1.5		if or when any adverse impacts arise as a result of the project.	
<b>Race</b>	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)	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2023/24- 2024/25
<b>Religion or belief</b>	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. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2023/24- 2024/25
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2023/24- 2024/25
<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).	No adverse impacts are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Economic Development 2023/24- 2024/25

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	No adverse human rights implications are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Not applicable.

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2023/24- 2024/25
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2023/24- 2024/25
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2023/24- 2024/25
<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>	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2023/24- 2024/25
<b>Plymouth is a city where people from different backgrounds get along well.</b>	The project presents no direct negative implications to this objective.	Not applicable.	Economic Development 2023/24- 2024/25