

# EQUALITY IMPACT ASSESSMENT – CITY CENTRE BID

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

|   |   |                                |                              |                            |              |
|---|---|--------------------------------|------------------------------|----------------------------|--------------|
| Author(s):<br><b>The person completing the EIA template.</b>                      | Kezia Lock/ Patrick Knight  | <b>Department and service:</b> | Place – Economic Development | <b>Date of assessment:</b> | 21 June 2024 |
| Lead Officer:<br><b>Head of Service, Service Director, or Strategic Director.</b> | Amanda Ratsey   | <b>Signature:</b>              | AMANDA RATSEY                | <b>Approval date:</b>      | 03 July 2024 |
| Overview:   | Proposal to continue the operation of the Plymouth City Centre Business Improvement District (BID) and support for the City Centre Company to deliver its Business Plan covering objectives outlined including The Plymouth Welcome (cleaner), Safer Streets, Events and Marketing, and Business Support. |                                |                              |                            |              |
| Decision required:  | Approval of this EIA.   |                                |                              |                            |              |

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

|   |            |   |           |   |
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| Potential external impacts:<br>▪ <b>Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</b>                       | <b>Yes</b> | X | <b>No</b> |   |
| Potential internal impacts:<br><b>Does the proposal have the potential to negatively impact Plymouth City Council employees?</b>  | <b>Yes</b> |   | <b>No</b> | X |
| <b>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> | <b>Yes</b> | X | <b>No</b> |   |

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| <b>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</b> | All the proposals aim to improve the experience for all users, communities and residents, including those with protected characteristics. |
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### 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"> <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,</li> <li>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> | <p>Customers of the City Centre Company and BID activities include a fully cross-sectional workforce and most of the population of the City and its retail catchment area and travel-to-work area. No significant adverse impacts are considered to exist although it is recognised that some individual elements of the programme of activities in the City Centre are from time to time focussed on particular population</p> | None proposed         | N/A                                  |

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|   | <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>  | groups (e.g. families with children). |               |     |
| Care experienced individuals<br><b>(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).</b> | 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. 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.<br>In Plymouth there are currently 50 per cent of care | No adverse impacts                    | None proposed | N/A |

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|                     | <p>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> |  |  |         |
| 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>Disability access issues are raised and addressed from time to time e.g. lifts in buildings being out of action and greater disabled access to shops.</p> | <p>CCC can, does and will continue to provide a useful route to addressing issues with relevant businesses in the City Centre.</p> | Ongoing |
| Gender reassignment | <p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth.</p>  | <p>Such groups are expected to be proportionately represented amongst</p>  | <p>None proposed</p>   | N/A     |

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|                                | 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).   | City Centre users – no adverse impacts  |               |     |
| Marriage and civil partnership | 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.<br>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). | Such groups are expected to be proportionately represented amongst City Centre users – no adverse impacts | None proposed | N/A |
| 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.  | Such groups are expected to be proportionately represented amongst City Centre users – no adverse impacts | None proposed | N/A |

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| 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> | Such groups are expected to be proportionately represented amongst City Centre users – no adverse impacts   | None proposed                | N/A     |
| 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</p>  | Some activities supported by the CCC can be seen to support some faith/religious groups more than others (e.g. Christmas events) and could be seen as adverse but | No change in action proposed | Ongoing |

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|                    | cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).   | can bring people of different faiths together.                            |                              |     |
| Sex                | 51 per cent of our population are women and 49 per cent are men (2021 Census).  | No adverse impacts  | None proposed                | N/A |
| 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). | Relevant events, such as Gay Pride, are and will be supported by the CCC. | No change in action proposed | N/A |

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

| Human Rights | Implications    | Mitigation Actions | Timescale and responsible department |
|--------------|-----------------|--------------------|--------------------------------------|
|              | No implications | None proposed      | N/A                                  |

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

| Equality objectives | Implications | Mitigation Actions | Timescale and responsible department |
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| <p>Work together in partnership to:</p> <ul style="list-style-type: none"> <li>▪ promote equality, diversity and inclusion</li> <li>▪ facilitate community cohesion</li> <li>▪ support people with different backgrounds and lived experiences to get on well together</li> </ul> | <p>It is expected that the wide-ranging events supported by CCC will on the whole support good relations between Plymouth's communities.</p>   | <p>Ongoing support of wide-ranging events including food markets with a wide-ranging offer to include businesses/offer that reflect the diversity of our resident population.</p>  | <p>PCC Events Team and City Centre Company over 5 years of the BID term.</p> |
| <p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>   | <p>Not a direct City Centre Company responsibility.</p>  | <p>CCC will work with PCC to directly support care experienced people wherever appropriate and feasible.</p>   | <p>Over 5 years of the BID term.</p>   |
| <p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>  | <p>CCC is committed to being an equal opportunities employer and will ensure its Board is representative of its key stakeholders.</p>  | <p>CCC supports PCC's Skills Launchpad.</p>  | <p>Over 5 years of the BID term.</p>   |
| <p>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.</p>  | <p>CCC's events and other activities attract diverse communities to the city centre, and its subsidiary company, PARC, employs trained security staff to help tackle ASB and other crime in the city centre.</p> | <p>PARC works closely with the Police, PCC Community Connections team, Violence Against Women and Girls partnership and others to help people report incidents. CCC also supported introduction of Help Points across the city centre, plus improved lighting and CCTV. It was also responsible for setting up quarterly Safer Plymouth meetings, with the</p> | <p>Over 5 years of the BID term.</p>   |



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|  |  | Police, PARC, PCC's Community Connections team and business owners/managers. |  |
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