


EQUALITY IMPACT ASSESSMENT – AGEING WELL PROGRAMME – STATE OF AGEING IN PLYMOUTH 2024 REPORT

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Laura Juett	Department and service:	Public Health, ODPH	Date of assessment:	October 2024
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Ruth Harrell, Director of Public Health, ODPH.	Signature:		Approval date:	03 October 2024
Overview:	<p>The Ageing Well programme was agreed at Cabinet in December 2023. It is Plymouth's commitment to ensuring that the city provides the best environments and opportunities for people to thrive as they move into their later years. The programme is based on the Centre for Ageing Better Framework for Age Friendly Communities.</p> <p>The State of Ageing in Plymouth 2024 report provides a picture of what it is like to age and live life as an older person in Plymouth. It brings together some key statistics, the voices and insights people in the city, and case studies of initiatives and services that are in place to support people as they age. The report defines the initial priorities for the Ageing Well programme that include</p> <ul style="list-style-type: none"> • Healthy Ageing • Age Friendly Places and Spaces • Transport • Participation and Inclusion • Skills, Employment and Volunteering • Housing and • Communications 				

Decision required:	That Cabinet: Notes the State of Ageing in Plymouth 2024 report; Approves the priorities outlined in the report.
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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	X
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>The State of Ageing in Plymouth 2024 report provides an overview of the population in Plymouth and recognises that the population is ageing. The 2022 mid-year population estimate reports that around 100,300 people out of the population of almost 266,900 in Plymouth were aged 50 and over (37.6%), 50,000 were aged 65 and over (18.7%), and just over 13,200 were 80 and over (4.9%). Population predictions suggest that the number of individuals aged 50 years and over will rise from 37.6% of the population in 2022 to 40.6% of the population in 2043. The number of people aged 80 and over will increase from 13,200 people to 22,600 people by 2043.</p> <p>Deprivation and poverty make a significant difference to life expectancy and healthy ageing. Men in the most deprived areas of Plymouth have an average life expectancy nearly nine years less than those in the least deprived areas, whilst for woman the difference is just over five years. These inequalities are strongly associated with the social and economic circumstances that we experience and accumulate throughout life</p> <p>The Ageing Well programme values and prioritises the experiences and insights of older people in the city. It recognises the positive aspects of ageing, and the huge contributions older people make across our communities. The programme priorities have</p>	<p>The Ageing Well programme is specifically focused on improving environments and opportunities for people as they age and live life as an older person.</p>		
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	been informed by conversations with residents and organisations across the city to understand what matters to them as they age. These conversations will continue to ensure that the work of the programme is rooted in people's real-life experience.			
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>We recognise that care experienced people may face a number of challenges and barriers as they grow older.</p> <p>The Ageing Well programme recognises that ageing and living life as an older person is influenced by early life experiences and the programme is focussed supporting people to age well in an inclusive and equitable way whilst giving focus to where there is the greatest need.</p>	Overall, we do not anticipate that the Ageing Well programme will disadvantage care experienced people.		
Disability	<p>The Ageing Well programme recognises an increased risk of long-term conditions and disability as people age. However it also identifies that this is not an inevitable feature of ageing.</p> <p>In 2021, 9.7% of Plymouth residents were identified as being disabled and limited a lot, whilst just under one in eight people (12.3%) were identified as being disabled and limited a little. The percentage of people who reported being disabled with day-to-day</p>	<p>Overall, we do not anticipate that the Ageing Well Programme will disadvantage people with disabilities.</p> <p>The priorities identified in the Ageing Well programme are specifically directed to improving environments and opportunities for people,</p>		

	activities limited a lot or a little increased with age; 32.4% of those aged 50+ compared with 38.9% of those aged 65+ and 52.9% of those aged 80+.	including those with disabilities, as they age.		
Gender reassignment	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).	Overall, we do not anticipate that the Ageing Well Programme will disadvantage people who have a gender identity that is different from their sex registered at birth. However we recognise that our understanding of ageing and transgender and non-binary identities is not well developed.	We will ensure that ongoing communications and conversations specifically consider the experiences and insights of people who have a gender identity that is different from their sex registered at birth.	ODPH – across the life of the Ageing Well Programme
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. 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).	We do not anticipate that the Ageing Well programme will disadvantage people due to their marriage or civil partnership status.		
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.	We do not anticipate that the Ageing Well Programme will disadvantage pregnant women.		

Race	<p>Of the 99,194 Plymouth residents (2021) aged 50 and over, 95.0% identify as White British (a decrease in the proportion from 96.7% in 2011). The White Other ethnic group (White Irish, Gypsy or Irish Traveller, Roma, and Other White) is the next most common ethnicity in the city (2.6%).</p> <p>A total of 4,933 residents over 50 identify as non-White British. The Black and Asian ethnic groups having doubled (increase of 94%, from 195 to 379 individuals; and 105%, from 492 to 1,010 individuals respectively) in the last ten years, whilst the “Other” ethnic group has tripled in size (increase of 279%, from 103 to 390 individuals) over the same period.</p>	<p>Overall, we do not anticipate that the Ageing Well programme is likely to disadvantage people due to their race.</p> <p>However we recognise people’s experiences of ageing and living life as an older person are diverse and are influenced by a number of factors including race.</p>	<p>We will ensure that ongoing communications and conversations specifically consider the experiences and insights of people from all ethnic groups.</p>	<p>ODPH – across the life of the Ageing Well Programme.</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>	<p>Overall, we do not anticipate that the Ageing Well Programme is likely to disadvantage people from specific religion or belief groups.</p> <p>However we recognise people’s experiences of ageing and living life as an older person are diverse and are influenced by a number of factors including religion or belief.</p>	<p>We will ensure that ongoing communications and conversations specifically consider the experiences and insights of people from diverse religions and beliefs.</p>	<p>ODPH – across the life of the Ageing Well Programme.</p>

Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p> <p>The State of Ageing in Plymouth 2024 report highlights the age disparities in life expectancy that shows that women in Plymouth live on average four years longer than men but spend more of their life in poorer health.</p> <p>On average, a male born in Plymouth would be expected to live to 78 years, 64 years of which would be expected to be in 'very good' or 'good' health (healthy life expectancy) and 61 years of which would be expected to be free from day-to-day activity restriction due to a long-lasting physical or mental health condition (disability-free life expectancy).¹</p> <p>On average, a female born in Plymouth would be expected to live to 82 years, 59 years of which would be expected to be in 'very good' or 'good' health, and 57 years of which would be expected to be free from day-to-day activity restriction due to a long-lasting physical or mental health condition.</p>	Overall, we do not anticipate that the Ageing Well programme is likely to disadvantage people due to their sex.		
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	Overall, we do not anticipate that the Ageing Well programme is likely to disadvantage people due to their sexual orientation.	We will ensure that ongoing communications and conversations specifically consider the experiences and insights	ODPH – across the life of the Ageing Well Programme.

¹ Healthy life expectancy at birth 2018-20 (A01a); Life expectancy at birth 2020-22 (A01b); and Disability-free life expectancy 2018-20 (A01c) indicators, Public Health Outcomes Framework, OHID

Healthy life expectancy estimates number of years spent in 'very good' or 'good' health and is based upon how individuals perceive their general health.

Disability-free life expectancy estimates number of years free from a long-lasting illness or disability (physical or mental health) and is based upon a self-rated assessment of how health limits an individual's ability to carry out day-to-day activities.

	residents describe their sexual orientation using a different term (2021 Census).	However we recognise people's experiences of ageing and living life as an older person are diverse and are influenced by a number of factors including sexual orientation.	of people with diverse sexual orientations.	
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts are anticipated. The developments initiated through the Ageing Well programme are intended to contribute to efforts directed to improving human rights.		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: <ul style="list-style-type: none"> promote equality, diversity and inclusion facilitate community cohesion support people with different backgrounds and lived experiences to get on well together	No adverse implications identified. The Ageing Well programme will contribute to wider efforts towards supporting people with different backgrounds and lived experiences to get on well together. The programme includes further work to understand the experience of the city's diverse older population and work to address ageism. It also has a focus on cross		

	generational opportunities to help foster respect and understanding between young and old people. The Ageing Well programme recognises the negative impacts of ageism and will lead specific work to challenge this.		
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	No adverse implications anticipated through the work of the Ageing Well programme.		
Build and develop a diverse workforce that represents the community and citizens it serves.	No anticipated adverse implications. The Ageing Well Programme. The programme includes a focus on Age Friendly Employers Pledge that provides a framework for improving work for people in their 50s and 60s – including women and disabled people.		
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.	The Ageing Well programme specifically includes working with our Community Empowerment Team and Community Builders to ensure that older people in the city have a voice and that their experiences and insights are key to the programme going forward. This work should contribute to wider efforts towards ensuring that everyone feels safe and welcomed.		