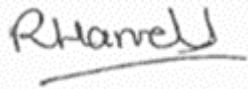


EQUALITY IMPACT ASSESSMENT – [REFURBISHMENT OF LIFE CENTRE GYM]

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Rhys Jones	Department and service:	Plymouth Active Leisure	Date of assessment:	03/09/2024
Lead Officer: Head of Service, Service Director, or Strategic Director.	Ruth Harrell	Signature:		Approval date:	12/09/2024
Overview:	Plymouth Active Leisure is replacing and improving the gym equipment at the Plymouth Life Centre, including the cardiovascular equipment, strength equipment (fixed & free weights), functional and digital services. The project will be inclusive and be fitted with the latest technology.				
Decision required:	<ol style="list-style-type: none"> 1. Approve the business case for the Life Centre Gym Refurbishment. 2. Allocate £486,979 for this project into the Capital Programme funded by Service Borrowing to be recovered in full from Plymouth Active Leisure over a period of seven years. 3. Delegate the finalisation of the terms and completion of the funding arrangement to the Service Director of Finance where they would not already have the authority to do so. 				

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 three)	Yes		No	✓

If you do not agree that a full equality impact assessment is required, please set out your justification for why not.

This project is broadly replacing existing equipment, so no negative impacts are anticipated. Whilst, children under the age of 11 yrs are currently unable to access and use the gym equipment for H&S reasons and the potential damage it could cause to their growing bodies the purchase of new equipment does not affect this position and the current admission policy and age restrictions will remain the same.

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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<p>Age</p>	<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>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>(2021 Census)</p> <p>City Survey 2022</p> <p>The proportion of those stating their health was good or very good decreased with age: 81% (under 45); 67% (45-54); 66% (55-64); 57% (65-74) and 48% (75+).</p>	<p>No adverse impact</p>	<p>N/A</p>	
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<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>No adverse impact</p>	<p>N/A</p>	
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<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a physical or mental health problem (2021 Census) City Survey 2022 The proportion of those respondents ‘limited a lot through a health problem/disability’ considering their health as bad or very bad was 53% , significantly higher than those ‘limited a little’ (7%), which in turn was significantly higher than among those with ‘no health problem/disability’ (1%).</p>	<p>No adverse impact</p>	<p>N/A</p>	
<p>Gender reassignment</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 impact</p>	<p>N/A</p>	
<p>Marriage and civil partnership</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. 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 impact</p>	<p>N/A</p>	

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.	No adverse impact	N/A	
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>	No adverse impact	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 cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	No adverse impact	N/A	
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact	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).	No adverse impact	N/A	
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No implications.	N/A	

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p>Work together in partnership to:</p> <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 	<p>Sport is widely seen as a way for people of different backgrounds to interact and integrate by taking part, volunteering and spectating.</p> <p>The new layout and equipment will be more inclusive/ disabled friendly and have improved technology which will make it easier to use.</p> <p>PAL’s admissions policy promotes equality by providing: -</p> <ul style="list-style-type: none"> • Disabled people and people with health conditions can access subsidised or discounted membership 	<p>PAL will continue to:</p> <ul style="list-style-type: none"> - work with others to provide enhanced support to protected characteristic groups to overcome barriers to attending and taking part. - develop and promote a range of opportunities that enable people to exercise independently. - Ensure staff are suitable qualified and trained. 	<p>Louise Kelley – Head of Active Wellbeing and Sport</p>

	<ul style="list-style-type: none"> • Students and older people can access a discounted membership. <p>Children aged 11-15years can access the gym if accompanied by an adult or attend a supervised session.</p> <p>The design will have the aim of remaining current but also vastly improve our offer to our existing customers as well as targeting those who are not already active through PAL's Active Health initiatives.</p>		
<p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>	<p>We current allow free gym access for Care Leavers plus one friend/ relative and this policy will not change.</p>		
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	<p>Our current recruitment policy and Disability Confident Committed status demonstrates our commitment towards this.</p>	<p>PAL will continue to:</p> <ul style="list-style-type: none"> - review its policies. - meet its obligations towards the Disability Confident Committed status. 	<p>Jess Hogben – People Impact and Engagement Manager</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>N/A</p>		