


EQUALITY IMPACT ASSESSMENT – GUILDHALL REFURBISHMENT ADDITIONAL WORKS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Ann Thorp	Department and service:	Facilities Management (Soft Services)	Date of assessment:	28/10/2024
Lead Officer: Head of Service, Service Director, or Strategic Director.	Jens Gemmel	Signature:		Approval date:	30/10/2024
Overview:	<p>Reasons for decision:</p> <p>An urgent decision is needed to meet the Health and Safety concerns over the safety of the building during and post refurbishment as well as providing the financial commitment now to reduce the impact on critical refurbishment works that can be completed</p> <p>The Guildhall refurbishment project team have undertaken an extensive value engineering exercise to enable the scope of works for the project to come within budget whilst still delivering the key aims of improving the customer experience and increasing income generation opportunities. This has now been achieved, subject to any unforeseen additional costs.</p> <p>The budget for this project is covered by the Future High Street Fund which requires funding to be spent by March 2025. The programme of works therefore has to be completed in line with funding.</p> <p>TEC Construction have taken over the site and the programme of works is being finalised based on budget and funding deadlines. The Guildhall will be handed programme has an end date of May 2025, allowing for snagging etc</p> <p>Failure to secure immediate commitment to the additional funding required for the works shown below will mean that;</p> <ul style="list-style-type: none"> • The programme of works cannot be finalised creating additional delays and increased costs, • the health and safety risk on site will not be able to be mitigated, • Any additional pressure on budgets will result critical elements of the scope of works, ie AV system, will not fund as other financial commitments regarding agreed works will need to be met, • Further delays to the project programme will potentially cause a loss of funding and income generation opportunities. 				

	<ul style="list-style-type: none"> • Reputational damage for the Council of not completing the project to the agreed specification or timeline <p>Key elements of work required.</p> <p>1. An electrical installation condition report (EICR) was undertaken to assess the condition of the electrical systems at the Guildhall. The report identified that some of the electrical infrastructure in the building had been upgraded piece meal over time however much of the circuitry is approximately seventy years old and appears to be at the end of its serviceable life. The Guildhall Refurbishment project includes electrical works to support the future repairs and maintenance requirement of Facilities Management however investigation into the condition of the electrical system has meant that that the required works across the building are now more extensive than anticipated due to the poor condition.</p> <p>Due to the costs for the refurbishment project coming in over the £3.9m budget in the original tendering exercise a value engineering exercise was undertaken, one outcome being that works to the lower ground and second floor i.e. those areas that had the least impact on customer experience or income generation, were omitted from the projects scope of works. This means that the electrical works will not be completed in those areas.</p> <p>Due to the condition of the electrical circuits, it is not advisable to partially update the system, which creates a risk of electrical faults and potentially fire. A more efficient option is to undertake the additional work during the refurbishment.</p> <p>2. Elements of the current fire and intruder alarm system are at the end of their life and will not be supported by the improved electrical circuits being installed in the Guildhall. Preparatory works, undertaken as part of the refurbishment project, have identified failings in the system and it has been recommended that it is decommissioned while the works are undertaken and a temporary solution is installed. A replacement system is needed to ensure that the building is compliant with current fire safety regulations</p> <p>3. The refurbishment of the passenger lifts was agreed to be completed during the refurbishment programme and funded by Facilities Management on the basis that the refurbishment was an expectation of the standard repairs and maintenance regime, due to the age of the lifts. Improving the lifts will give a better customer experience in terms of accessibility and support the improved standards within the Guildhall post refurbishment.</p> <p>There is a risk to the amount of funding available to complete all of the critical improvements, due to the cost of the refurbishment of the passenger lifts. It was agreed that refurbishment of the lifts was needed to support our customers, however this would be paid by Facilities Management and not the refurbishment project.</p>
Decision required:	To agree for TEC Construction, who have been awarded the Plymouth Guildhall refurbishment project, to be instructed to undertake urgent works to the value of £490, 374.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts:	Yes		No	X
------------------------------------	------------	--	-----------	---

Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				
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		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	Completing the works required will enable all visitors to the Guildhall and staff working on site to be able to safely access and use the facilities. Refurbishment of the lifts will provide a better level of support to those with mobility issues and their family members or support when using the building			

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"> • 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>Care experienced individuals</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 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>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.</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>			

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).			
Marriage and civil partnership	<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>			
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.			

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>			
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>			
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>			
Sexual orientation	<p>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).</p>			

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

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>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>			
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</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>			