


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:	22.1.2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Chris Squire	Signature:		Approval date:	30/1/25
Overview:	<p>Reasons for decision:</p> <p>A decision is needed to meet the Health and Safety concerns over the safety of the building during refurbishment as well as providing the financial commitment to undertake urgent improvement works</p> <p>Structural work to urgent roof areas and windows are needed to avoid further deterioration to the building, ensuring that the building meets the statutory compliance and building standards and to enable critical refurbishment works to progress.</p> <p>Replacement of the toilets & decoration of the circulation spaces omitted from the original scope will be needed to support the urgent roof works as these have been impacted by the water ingress in the building.</p> <p>Failure to undertake these works will result in further deterioration to the fabric of the building, which as a listing building we have a commitment to maintain and will result in areas of refurbishment not being completed. This will have a negative impact on the council's reputation.</p> <p>TEC Construction are undertaking works to the Guildhall and additional urgent works have been identified. As TEC Construction are already on-site undertaking works and in view of urgency it was sensible to vary their contract to include completion /management of these additional works</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, • Further delays to the project programme will potentially cause a loss of funding and income generation opportunities. • Reputational damage for the Council of not completing the project to the agreed specification or timeline 				

	<p>Key elements of work required.</p> <p>A review of outstanding works needed to support the longevity of the Guildhall for the next 20/25 years was undertaken. This included a review of the Quadrennial Inspection (QI) and Professional Structural Appraisal (PSA) undertaken in 2021, a review of the progress of the refurbishment works to understand what building fabric issues were impacting on the Guildhall refurbishment being completed. This enabled a comprehensive list of outstanding works to be provided with the ability to priorities the works to extend the end of life expectations and undertake works that could enhance the Guildhall offering from the refurbishment plan that had to be removed due to the increase in costs of equipment and materials since the funding was agreed.</p> <p>The following works have been agreed to be completed as a priority.</p> <p>Building fabric works that are required to ensure structural security and if not completed will have a detrimental impact on completing or longevity of the refurbishment works</p> <ul style="list-style-type: none"> • Roofing works • Window Improvements • Other structural works that were classified as urgent in the QI report <p>Improvements that will enhance the customer experience and/or increase income generation</p> <ul style="list-style-type: none"> • Improvements to the toilets • Improvements to circulation space • Miscellaneous works to support internal aspects following roof and window improvement
Decision required:	<p>1. To approve the addition of £1,041,163.94 in respect Phase 1 of improvement works to Plymouth Guildhall to the Capital Programme.</p>

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:	Yes		No	X
Does the proposal have the potential to negatively impact Plymouth City Council employees?				

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.			

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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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>			
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<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.			

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