


EQUALITY IMPACT ASSESSMENT – PLYMOUTH ECONOMIC STRATEGY 2024-2034, INCLUDING PART 2 DELIVERY PLAN

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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Lead Officer: Head of Service, Service Director, or Strategic Director.	Amanda Ratsey	Signature:		Approval date:	19 February 2025
Overview:	<p>The current Local Economic Strategy was approved in March 2024. This updated document includes a slight revision to numbers and the addition of the Delivery Plan as Part 2. The Delivery Plan is shaped around Investable Themes:</p> <ul style="list-style-type: none"> • Defence Sector and Devonport • The Waterfront and Maritime • The Heart of the City Centre • The North of the City <p>Skills is a cross-cutting theme that is integrated within the strategy.</p> <p>The process of project identification has drawn upon the pipeline work developed in September 2024, individual aims presented to Scrutiny in October 2024 alongside projects that have been developed through the Growth Alliance Plymouth work in November / December 2024. Projects have been consulted with and approved by Plymouth Growth Board. The Delivery Plan builds on this by identifying a lead organisation, a short description, key partners / stakeholders and alignment to the Pillars within the Plymouth Economic Strategy. This will form the basis of delivery and monitoring from April 2025.</p>				
Decision required:	Cabinet to agree the revised Plymouth Economic Strategy (attached) with the addition of the Delivery Plan and delegate final approval to the Leader of the Council.				

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		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	No adverse impact anticipated.			

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>Data is taken from: the Census for 2021 and Understanding our communities PLYMOUTH.GOV.UK</p> <p>In 2021 children and young people 17 and under accounted for 19.5 per cent of the Plymouth population. The percentage of 20-24 year olds (8.0 per cent) is higher than that found in England as a whole (6.0 per cent).</p> <p>The proportion of the working-age (16-64 year old) population in Plymouth is 64.1 per cent - higher than that in the South West (60.7 per cent) and England (63.0 per cent). 18.5 per cent of people in Plymouth are aged 65 and older which is comparable with the England average (18.4 per cent) but lower than the South West average (22.3 per cent).</p>	No adverse impact	No action required	No action required

<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>On the 31st March 2023 there were 500 children in our care. Demographic data indicates that there were 274 boys and 226 girls, 107 (21%) were 16 years and over, 221 (44%) aged 10 -15, 93 (19%) aged 5-9, 57 (11%) aged 1-4 and 22 (4%) under 1 year old. The majority 468 (94%) were white, nine were from mixed or multiple ethnic groups, nine were Black African, Caribbean, or Black British and eleven from other ethnic groups. Nine (2%) were unaccompanied asylum-seeking children. These proportions are broadly comparable with the data for all English Local Authorities ($\pm 2\%$), except for those aged 10-15 years (+6%), 16 years plus (-5%) and unaccompanied asylum-seeking children (-7%).</p> <p>Abuse or neglect (78%) was the most common category of need, a significantly higher proportion than for all English Local Authorities (65%). Parental illness or disability (7%), or Child disability (5%), Absent Parenting (3%), Family in Acute Distress (2%) or Family Dysfunction (4%) were the other recorded categories. A full care order was in place for 319 (64%), interim care orders covered another 103 (21%), there were 27 (5%) placement orders and 50 (10%) voluntary agreements. These proportions are broadly comparable with the data for all English Local Authorities data ($\pm 2\%$), with the exception of full care orders (+7%) and voluntary agreements (-9%).</p>	<p>No adverse impact</p>	<p>No action required</p>	<p>No action required</p>
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	<p>The rate of children in our care per 10,000 children aged under 18 years is 96 which is significantly higher than the England figure of 71 and more than our previous peak of 95 in 2021. We took 185 children into our care in 2023, significantly less than we did in 2018 (213) which was our peak year in the last 5 years. We have taken more children per 10,000 into care every year in the last 5 years than the all England rate, but the difference has grown smaller since our peak year in 2018 (+51%) and was (+35%) in 2023. Last year 177 children left our care, the highest figure since 2018, we consistently have more children leaving care than the England rate.</p>			
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<p>Disability</p>	<p>In Plymouth the Census records that just over 57,000 our residents met the Equality Act definition of disability, 12.1 percent (32,394) of residents whose day-to-day activities were limited a little and 9.4 percent (25,001) whose day-to-day activities were limited a lot. Disabled people make up a greater proportion of our resident population that is the case for the Southwest region or England. Over a quarter of households in the City (33,487) included at least one person with a disability and nearly 1 in 10 (9,636) included 2 or more.</p> <p>Disabled people are more likely to live in the City's more deprived wards. Around a quarter of residents in our 4 most deprived wards, St Peters and the Waterfront, Devonport, Honicknowle and St Budeaux, meet the Equality Act definition of a disability, compared with around 15 to 20 percent of those living in more affluent areas such as Compton, Plymstock Radford, Peverell and Plympton Chaddlewood. Residents in our most deprived wards are nearly twice as likely to say their day-to-day activities are limited a lot.</p>	<p>No Adverse impact</p>	<p>No action required</p>	<p>No action required</p>
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<p>Gender reassignment</p>	<p>The 2021 Census found that 94.2 per cent (205,959) people aged 16 years and over in Plymouth have a gender identity the same as their sex observed and registered at birth compared to 93.5 per cent in England and Wales. Just over 5 per cent chose not to respond. The remaining 0.5 per cent (1,221) have a gender identity different from their sex observed and registered at birth. This is identical to the England and Wales rate.</p> <p>There is very little data to draw on when looking to provide a local Plymouth picture of gender identity issues, particularly as LGBT+ is the commonly used acronym to describe a number of different groups; Lesbian, Gay, Bisexual describe sexual orientation, (who you are emotionally, romantically or sexually attracted to), and Trans to describe gender identity, (whether an individual identifies that they are male or female or some other gender which does not fit into binary terminology). The '+' refers to those with a sexual orientation or gender identity which does not easily fit into the standard terms LGBT. As information is often grouped together under LGBT+ it makes it difficult to identify issues relating just to gender identity and to separate out any supporting data.</p>	<p>No adverse impact</p>	<p>No action required</p>	<p>No action required</p>
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Marriage and civil partnership	As of the 2021 Census, 42.5% of Plymouth residents were Married or in Civil Partnerships. 37.0% of residents have never married in Plymouth, 2.74% are separated, 11.40% are divorced and 6.33% are widowed. Nationally, the proportion of adults Married or in Civil Partnerships has declined over the last decade and was 46.9% in 2021.	No adverse impact	No action required	No action required
Pregnancy and maternity	Fertility rates in England and Wales have been in overall decline over the last decade. The latest total fertility rate* nationally for 2023 was 1.44. In Plymouth, the total fertility rate* for 2023 was 1.25. *total fertility rate is the average number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year throughout their childbearing lifespan.	No adverse impact	No action required	No action required

<p>Race</p>	<p>In 2021, 94.9 per cent of residents in Plymouth identified their ethnic group as White, a decrease from 96.1 per cent in the 2011 Census. Across the country, in 2021, 81.7 per cent of usual residents in England and Wales identified their ethnicity as White, a decrease from 86.0 per cent in the 2011 Census.</p> <p>2.3 per cent of Plymouth residents identified their ethnicity as Asian. This is the second largest ethnic community within Plymouth and has increased from 1.5 per cent of the population in 2011. 1.8 per cent of residents are from a mixed/multiple ethnic background. The proportion of people who identified themselves in both the Black (1.1 per cent) and from an ethnic group not listed on the Census form also increased.</p>	<p>No adverse impact</p>	<p>No action required</p>	<p>No action required</p>
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<p>Religion or belief</p>	<p>In Plymouth, the most common response to the 2021 Census religion question was “No Religion” with 48.9 per cent (129,338 people), a rise of 16 per cent from 2011. 42.5 per cent of the population (112,526 people) described their religion as Christian, a 15.7 per cent decrease (36,391 people) since 2011. Despite this “Christian” remained the biggest faith group in the City. There are 3,474 people (1.3 per cent) who describe themselves as “Muslim”, the second largest faith group, followed by Buddhists where there are 1,018 (0.4 per cent) people in this faith group.</p> <p>15,695 (5.9 per cent) did not answer the question in the Census 2021. Those who answered “Other religions”, which includes a very wide range of beliefs, represents 1,527 (0.6 per cent) of the population.</p>	<p>No adverse impact</p>	<p>No action required</p>	<p>No action required</p>
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Sex	<p>In Plymouth, females account for 51 per cent and males 49 per cent of the population (reflecting the England split of 50.7 per cent and 49.3 per cent). The overall Female/Male percentage split has been very consistent over the last 40 years. Of significance, there are:</p> <ul style="list-style-type: none"> • More 'working age' females (87,200) in Plymouth compared to working age males (85,400) • More females '65+' (26,600) in Plymouth compared to males (22,300) • Less 'under 15' females (21,200) in Plymouth compared to males (22,200) 	No adverse impact	No action required	No action required
Sexual orientation	<p>88.95 per cent of people aged 16 years and over in Plymouth identify their sexual orientation as straight or heterosexual compared to 89.4 per cent in England and Wales. 4.45 per cent of people aged 16 years and over in Plymouth describe their sexual orientation as lesbian, gay, bisexual, or use another term to describe their sexuality. This compares to 3.3 per cent in England and Wales. Of these:</p> <ul style="list-style-type: none"> • 2.06 per cent (4,509) are bisexual (England and Wales 1.3 per cent) • 1.97 per cent (4,297) people are gay or lesbian. (England and Wales 1.5 per cent) • 0.42 per cent (924) have another sexual orientation (England and Wales 0.3 per cent) 	No adverse impact	No action required	No action required

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse human rights implications are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Not applicable.

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 	There are no anticipated direct negative implications to this objective.	Not applicable. This will be reviewed if in the case that any adverse impacts should arise during delivery.	March 2026. Economic Development
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	There are no anticipated direct negative implications to this objective.	Not applicable. This will be reviewed if in the case that any adverse impacts should arise during delivery.	March 2026. Economic Development
Build and develop a diverse workforce that represents the community and citizens it serves.	There are no anticipated direct negative implications to this objective.	Not applicable. This will be reviewed if in the case that any adverse impacts should arise during delivery.	March 2026. Economic Development
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.	There are no anticipated direct negative implications to this objective.	Not applicable. This will be reviewed if in the case that any adverse impacts should arise during delivery.	March 2026. Economic Development