


EQUALITY IMPACT ASSESSMENT – NET ZERO ACTION PLAN 2025-2028

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Emmanuelle Marshall	Department and service:	Strategic Planning and Infrastructure, Spatial Planning and Sustainable Development	Date of assessment:	07/01/2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Paul Barnard	Signature:		Approval date:	23.1.25
Overview:	<p>This Equality Impact Assessment (EIA) is a strategic assessment of the Council's Net Zero Action Plan 2025-2028. Given that the Net Zero Action Plan contains multiple individual initiatives, some of which will need to have their own EIAs at decision-making stage, the purpose of this document is to appraise the plan rather than its individual components. This EIA will be reviewed on an annual basis to ensure it remains up to date.</p> <p>The Net Zero Action Plan (NZAP) is a three-year delivery plan, setting out the City Council's proposals to reduce greenhouse gas emissions to achieve the Plymouth Plan's policy aim for Plymouth to achieve net zero by 2030. First, it includes strategic commitments to reduce emissions from the facilities we own and the services we deliver. Second, it makes commitments as to how we will use our influence to help the city as a whole move towards net zero.</p>				
Decision required:	Support and endorse the Plymouth City Council Net Zero Action Plan 2025-2028				

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	✓

<p>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)</p>	<p>Yes</p>	<p>✓</p>	<p>No</p>	
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	<p>The NZAP is not anticipated to have adverse impacts on service users, communities, residents or staff. However, it is worthwhile to conduct this equality impact assessment due to the strategic nature of the document and its ambition. The NZAP contains multiple initiatives which will each be the object of individual Equality Impact Assessments (EIA) when they reach the decision-making stage.</p>			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

<p>Protected characteristics (Equality Act, 2010)</p>	<p>Evidence and information (e.g. data and consultation feedback)</p>	<p>Adverse impact</p>	<p>Mitigation activities</p>	<p>Timescale and responsible department</p>
--	--	------------------------------	-------------------------------------	--

<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>Actions in the plan are not anticipated to affect our service delivery, or to have adverse impacts on staff, residents or service users on the grounds of age.</p> <p>As climate change becomes a reality, it will bring in major challenges in the future which may negatively affect the younger generation. The Net Zero Action Plan is a means to mitigate these anticipated negative impacts.</p>	<p>Any impacts on people from different age groups which cannot be foreseen at this stage will be picked up by EIAs conducted when individual proposals reach decision-making stage.</p>	<p>EIAs will be completed as proposals develop and are brought forward. This is where appropriate mitigations and timeframes will be identified for our activities.</p>
-------------------	---	---	--	---

<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>Actions to reduce emissions are not intended to reduce or negatively impact services provided to individuals with experience of care.</p>	<p>Any impacts on care-experienced individuals which cannot be foreseen at this stage will be included in EIAs conducted when individual proposals reach decision-making stage.</p>	<p>EIAs will be completed as proposals develop and are brought forward. This is where appropriate mitigations and timeframes will be identified for our activities.</p>
---	--	--	---	---

Disability	<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>	<p>Actions to reduce emissions are not foreseen to reduce services provided to users and residents with disabilities. Some of the activities proposed in the NZAP will promote active travel and public transport, which may present challenges for residents and service users with disabilities, for example those with mobility or sight impairment, whose needs will be considered on a project-by-project basis.</p>	<p>This is mitigated by the design and delivery of individual projects, which will be subject to EIA as and when proposals reach decision-making stage.</p>	<p>Individual EIAs will identify appropriate mitigations and timeframes, and reasonable adjustments made to promote fair access.</p>
Gender reassignment	<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>Actions in the plan are not anticipated to impact service delivery for trans and non-binary individuals, nor are they anticipated to have adverse impacts on trans and non-binary staff, residents or service users.</p>	<p>Any impacts on trans on non-binary people which cannot be foreseen at this stage will be picked up by EIAs conducted when individual proposals reach decision-making stage.</p>	<p>Individual EIAs will identify appropriate mitigations and timeframes, and reasonable adjustments made to promote inclusion.</p>
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>	<p>Actions in the plan are not anticipated to have adverse impacts on staff, residents and service users on the grounds of their marital status.</p>	<p>Any impacts on people on the grounds of their marital status which cannot be foreseen at this stage will be addressed when individual proposals reach decision-making stage.</p>	<p>Individual EIAs will identify appropriate mitigations and timeframes, and reasonable adjustments made to promote inclusion.</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.	Actions in the plan are not anticipated to affect services provided to mothers and pregnant women, nor are expected to have adverse impacts on mothers and pregnant women.	Any impacts on mothers and pregnant women which cannot be foreseen at this stage will be addressed when individual proposals reach decision-making stage.	Individual EIAs will identify appropriate mitigations and timeframes, and reasonable adjustments made to promote inclusion.
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>	Actions in the plan are not anticipated to have adverse impacts on staff, residents or service users on grounds of ethnicity.	Any impacts on people from different ethnic groups which cannot be foreseen at this stage will be addressed by EIAs conducted when individual proposals reach decision-making stage.	Individual EIAs will identify appropriate mitigations and timeframes, and reasonable adjustments made to promote inclusion.
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>	Actions in the plan are not anticipated to have adverse impacts on staff, residents or service users on religious grounds.	Any impacts on the ground of religious beliefs which cannot be foreseen at this stage will be addressed when individual proposals reach decision-making stage.	Individual EIAs will identify appropriate mitigations and timeframes, and reasonable adjustments made to promote inclusion.

Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	Actions in the plan are not anticipated to have adverse impacts on staff, residents or service users on gender grounds.	Any impacts on different gender groups which cannot be foreseen at this stage will be addressed when individual proposals reach decision-making stage.	Individual EIAs will identify appropriate mitigations and timeframes, and reasonable adjustments made to promote inclusion.
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).	Actions in the plan are not anticipated to have adverse impacts on staff, residents or service users on grounds of sexual orientation.	Any impacts on the ground of sexual orientation which cannot be foreseen at this stage will be addressed when individual proposals reach decision-making stage.	Individual EIAs will identify appropriate mitigations and timeframes, and reasonable adjustments made to promote inclusion.

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>As far as can reasonably be foreseen, the proposals in the Net Zero Action Plan are respectful of the fundamental rights and freedoms that everyone in the UK is entitled to, as laid out in the Human Rights Act. Due to its strategic nature, it is not possible at this stage to assess all the implications of each individual actions.</p> <p>Our role is to ensure, whenever we can, that our city's transition to net zero is just and leaves no one behind.</p>	<p>Our engagement activities will follow the principles set out in paragraph 2.1 of the City Council's Statement of Community Involvement, and will promote equality and diversity. These conversations will help us continually improve our climate action plans to ensure they continue to be inclusive.</p> <p>The delivery of the actions of the NZAP will comply with the requirements of the Equality Act 2010. When they reach the decision-</p>	<p>2025-2028 – Climate Emergency Board</p>

		making stage, the individual initiatives proposed in this plan that require an Equality Impact Assessment will be assessed individually.	
--	--	--	--

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>Plymouth City Council is committed to celebrate the diversity of the city and to promote community cohesion. This commitment is outside the boundaries of the Net Zero Action Plan, but the delivery of the NZAP will be done in accordance with this principle.</p> <p>The NZAP is not intended to have adverse impacts on this agenda. The Council’s climate action is driven by the need to bring about positive outcomes for all, including current and future generations, irrespective of age, race, disability, gender, sexual orientation or religion.</p>	<p>All relevant activities listed in the NZAP will be subject to specific EIAs.</p>	<p>EIAs will be conducted for relevant projects as and when these projects reach decision-making stage within the period 2025-2028.</p>
<p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>	<p>Plymouth City Council will give special consideration to those with care experience. This commitment is outside the boundaries of the Net Zero Action Plan, but the delivery of the NZAP will be done in accordance with this principle.</p> <p>The NZAP is not intended to have adverse impacts on this agenda.</p>	<p>All relevant activities listed in the NZAP will be subject to specific EIAs.</p>	<p>EIAs will be conducted for relevant projects as and when these projects reach decision-making stage within the period 2025-2028.</p>
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	<p>Plymouth City Council is committed to promoting equality and the fair treatment of its workforce. This is outside of the</p>	<p>All relevant activities listed in the NZAP will be subject to specific EIAs.</p>	<p>EIAs will be conducted for relevant projects as and when these projects reach decision-</p>

	scope of the Net Zero Action Plan, but the delivery of the Net Zero Action Plan will be consistent with this principle.		making stage within the period 2025-2028.
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 Council is committed to reducing and tackling hate crime. This is outside the scope of the Net Zero Action Plan, but the delivery of the Net Zero Action Plan will be consistent with this principle.	All relevant activities listed in the NZAP will be subject to specific EIAs.	EIAs will be conducted for relevant projects as and when these projects reach decision-making stage within the period 2025-2028.